

# Swiss National Science Foundation Career Tracker Cohorts (CTC)

## Documentation of the CTC-18 Base Survey

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# 1 Introduction

The Swiss National Science Foundation (SNSF) aims to track and study the career paths of applicants to postdoctoral SNSF career funding schemes by means of the SNSF Career Tracker Cohorts (CTC) study. The SNSF has mandated the Institute of Sociology and the Interdisciplinary Centre for Gender Studies (ICFG) at the University of Bern to conduct the CTC study. The main goals are to monitor the careers of researchers and to identify the impact on career development attributable to the career funding schemes of the SNSF (Early Postdoc.Mobility, Postdoc.Mobility, Ambizione, Eccellenza, PRIMA). For more information about the project, please consult the study design (Jann et al. 2018) and the project website at <http://careertrackercohorts.ch/>.

This documentation describes the base survey conducted among members of the 2018 career tracker cohort, that is, among researchers who applied for Early Postdoc.Mobility by September 1 or for Postdoc.Mobility by August 1, 2018 (CTC-18 Base Survey). The documentation includes a detailed description of the questionnaire, the survey, and the resulting datasets. The appendix contains screenshots of the online questionnaire, codebooks of the data sets including frequency counts, as well as facsimiles of survey materials.

## 2 The questionnaire

### 2.1 Overview of content

The base questionnaire consists of five parts that cover the following topics.

**Part 1:** Current working situation including academic research activities.

**Part 2:** Information on the doctorate/PhD.

**Part 3:** Occupational history between the end of the doctorate/PhD and the start of the current working situation.

**Part 4:** Career prospects and aspirations.

**Part 5:** Sociodemographic information and life situation.

Screenshots of the questionnaire pages are provided in Appendix A.2. In addition, a paper-and-pencil proxy-version of the questionnaire including information on filters and variable names is provided as a standalone document (CTC-18-Base-Questionnaire.pdf).

### 2.2 Questions adopted from other studies

Several questions were adopted from previous surveys. The most important sources were the “Graduate Survey” of the Federal Statistical Office (Federal Statistical Office 2016a,b), the “Career Tracking of Doctorate Holders” by the European Science Foundation (European Science Foundation 2015, 2017), the questionnaires of MERCI (Monitoring European Research Council’s Implementation of Excellence; Huber et al. 2015), and the “Doctoral Candidates and

Doctorate Holders Study ProFile” (Tesch 2015, Institute for Research Information and Quality Assurance 2015). The detailed sources of all adapted questions can be found below the screenshots of the questionnaire pages in Appendix A.2.

## 2.3 Questionnaire development

The starting point for developing the final version of the questionnaire was the draft of the base questionnaire as proposed in the study design (Jann et al. 2018). Several rounds of cognitive think-aloud pretesting were conducted to improve the questionnaire.

### 2.3.1 Pretesting

The SNSF provided contact details of previous applicants for four different postdoctoral SNSF funding schemes (Postdoc.Mobility, Ambizione, Eccellenza, PRIMA) who had agreed to take part in the pretests. The pretests took place between June 26, 2018, and August 7, 2018, and were conducted face-to-face with the participants. Depending on a participant’s preference, a team member met with the participant either at the participant’s workplace or at the University of Bern. The team member took notes of all comments voiced by the participant during the cognitive pretest and revised these comments in more detail after concluding the pretest.

We conducted 13 cognitive pretests in total. The sample of pretest participants was chosen such that its composition was heterogeneous along several dimensions. Table 1 shows the distribution of the participants.

Table 1: Characteristics of pretest participants

Dimension		Number of participants
Gender	Men	5
	Women	8
Funding scheme	Postdoc.Mobility	2
	Ambizione	6
	Eccellenza	2
	PRIMA	3
Research domain	Humanities and social sciences	4
	Mathematics, natural and engineering sciences	4
	Biology and medicine	5
Preferred language	German	7
	French	1
	English	5
Institution	University of Basel	1
	University of Bern	7
	University of Lucerne	1
	University of Zurich	3
	ETH Zurich	1

After each pretesting round, which included one to three pretests, the results were evaluated and discussed by the project team at the University of Bern. Based on the findings of each round, we revised the questionnaire content and made technical adjustments where necessary. These revisions and adjustments were tested in the following rounds. The sixth round of testing revealed no further need for changes and completed the cognitive pretest phase.

For the pretests, we implemented the questionnaire in Unipark, a commercial online survey software. To comply with SNSF's preference for an open-source solution and to be able to host the survey and the collected data in Switzerland, we decided to switch to LimeSurvey for the main survey. Hence, we ported the survey to a local LimeSurvey installation at the University of Bern and conducted thorough technical testing of the implementation (e.g., correct functioning of filters, autocomplete lists, dynamic questions and answers, functionality with and without JavaScript). In addition, we conducted six face-to-face pretests with a convenience sample of academics to evaluate the functionality and perception of the LimeSurvey implementation.

### **2.3.2 Main revisions**

During the development phase of the questionnaire, including pretesting and extensive discussions in the project team, we made several changes to the draft questionnaire. In the following, we summarize the most important changes.

First, we ensured that the questionnaire works for all occupational groups. Based on the feedback of pretest candidates, we realized that career paths in medical research differ significantly from career paths in other disciplines. We therefore adapted the questionnaire for compatibility with typical career paths in medicine. For example, we added new categories, such as "Clinical activities" in question 19 or "University hospital" in question 20. With regard to the content of the questionnaire, we further shortened parts that were cognitively too demanding (in particular, the part about previous employments).

Second, to make it easier for respondents to complete the questionnaire, we revised the wording of the questions and instructions to make them as brief and precise as possible. In addition to simple linguistic modifications, we improved the flow and consistency of the questionnaire by adding dynamic elements to the wording of questions, instructions, and answer options. For example, the question concerning the country of employment is different for employed and self-employed respondents, and instructions like "Please answer for your primary job" are only displayed if respondents have more than one job.

Third, we optimized the layout of the questionnaire, for example, by emphasizing important words so that essential information appeared prominently, and added instructions on how to use the keyboard to complete the survey, since this was not completely intuitive for the pretest candidates.

Finally, minor adjustments were made in various places to remove linguistic ambiguities and inaccuracies that surfaced during the pretests or the proofreading.

## 2.4 Final implementation

The final version of the questionnaire was implemented in the online survey software LimeSurvey 3, hosted on a dedicated server at the University of Bern (LimeSurvey is an open-source product; see <http://www.limesurvey.org/>). Due to the responsive design of the questionnaire, the survey could be completed on desktop computers or on mobile devices.

Respondents were invited to complete the survey using personalized links. The links were constructed as <https://survey.careertrackercohorts.ch/<id>>, where *<id>* is the respondent's identification code for survey access. While completing the survey, it was possible for respondents to navigate back and view or correct answers they gave on previous screens (including deactivating previously activated radio buttons). Furthermore, it was possible to interrupt the survey and continue on the same screen at a later point in time. All questions in the survey were non-mandatory, that is, it was always possible to move on with the survey after leaving a question unanswered.

When programming the questionnaire, we took care that the survey's functionality depended as little as possible on the technology of the respondent's device. In particular, we avoided JavaScript as much as possible. We completely abandoned JavaScript in cases where the questionnaire's content would have been affected (e.g., filtering, suppression of specific questions or answer options on a screen, dynamic wording of questions) and used it only for supporting features (e.g., autocomplete, calendar widget). If JavaScript was deactivated on a respondent's device so that these features were not working, additional instructions were displayed to support the respondent (e.g., information on the input format in the case of the calendar widget; see CTC-18-Base-Questionnaire.pdf for details). The JavaScript-based features in the survey were as follows: autocomplete and placeholders in text fields; adding-up of percentages in the question about time spent on research and other activities; automatic activation/deactivation of check-boxes depending on text being entered in an "other" field (or similar); automatic activation/deactivation of check-boxes in multiple-choice questions to avoid logically inconsistent answers. On the first page (variable *JSbegin*) and on the last page (variable *JSend*) we also recorded in the data whether JavaScript was running or not. Three participants had not activated JavaScript at the beginning of the survey but then activated it during the survey. Another person had activated JavaScript at the beginning but deactivated it before reaching the end of the survey.

For some open questions, we used predefined lists of possible answers to make dynamic suggestions to the respondents (autocomplete feature). After typing at least two letters (country lists) or three letters (all other lists), respondents could select the appropriate answer from a list of matching elements (the list was dynamically updated upon further typing); however, respondents also had the option of typing in a custom answer. We used the following lists:<sup>1</sup>

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<sup>1</sup>These lists were also used to classify administrative data and survey variables, after applying the following modifications: disciplines that were frequently mentioned in the survey were added to the list of disciplines and all institutions mentioned by the respondents were added to the list, if they were higher education institutions.

#### *FSO table of job titles (“Berufsdatenbank 2017”)*

For occupations (question 5), we used an English translation of the “Berufsdatenbank 2017” by the Federal Statistical Office (Federal Statistical Office 2018a), which we merged with the original “Berufsdatenbank 2017” (Federal Statistical Office 2017) to obtain ISCO-08 codes (International Standard Classification of Occupations 2008) and with a list from the International Labour Organization (nd) to obtain the labels for ISCO-08. The English list of occupations contained some duplicate job titles corresponding to different ISCO-08 codes; in such cases we selected the entry with the highest-ranking ISCO-08 code. We also removed some titles that referred to a bachelor’s or master’s degree instead of an occupation. The final list we used contained 4800 job titles (see file CTC-18-Base-Occupations.xlsx).

#### *FSO state and territory codes (“Staaten- und Gebietsschlüssel”)*

For countries (questions 10 and 25), we used the English short form country names available from the state and territory codes (“Staaten- und Gebietsschlüssel”) by the FSO (Federal Statistical Office 2018b). Some minor changes were made to the list. In particular, we added common country abbreviations such as UK, USSR, and USA (see file CTC-18-Base-Countries.xlsx).

#### *SNSF research domains and disciplines list*

For academic disciplines (question 26), we used the “SNSF research domains and disciplines” list (Swiss National Science Foundation 2016) after deleting “other” categories, adding a superordinate category for preventive medicine, and making some minor corrections (see file CTC-18-Base-Disciplines.xlsx).

#### *Times Higher Education World University Ranking 2018*

For universities (question 27), we used the “Times Higher Education World University Ranking 2018”, which covers 1000 universities worldwide (University Rankings 2018). In order to include all Swiss universities, we added the University of Lucerne and the Università della Svizzera italiana to the list. For the online survey, we rearranged the list such that Swiss universities appeared at the top (see file CTC-18-Base-Institutions.xlsx).

## **3 The survey**

### **3.1 Population**

The population of this survey comprises all researchers who applied to the SNSF career funding schemes Postdoc.Mobility by August 1, 2018, or Early Postdoc.Mobility by September 1, 2018, whose submitted documents passed the formal examination, whose application was not a follow-up submission for an earlier application, and who did not withdraw their application before September 22, 2018. Applicants are included in the study irrespective of whether their applications turned out to be successful or not.

On September 10, 2018 (approximately at 10:30), all applicants were informed by the SNSF about the study and the intended transmission of their contact information and other administrative data to the project team at the University of Bern (see Appendix A.1). They were given



the opportunity, until September 19, 2018, to opt out of the study and prevent the transfer of their data to the project team. None of the applicants made use of this possibility.

Table 2 gives an overview of the number of researchers who submitted an application to the SNSF, the number of applicants who failed the formal examination, the number of withdrawals before September 22, the number of follow-up applications, and the number of applicants who opted out of the study.

Table 2: Population

	Early Postdoc.Mobility	Postdoc.Mobility	Total
Gross number of applicants	309	150	459
Number of applicants failing formal examination	1	2	3
Number of applicants withdrawing before September 22, 2018	0	1	1
Number of applicants submitting a follow-up application	0	5	5
Number of applicants refusing data transfer to project team	0	0	0
Net number of applicants	308	142	450

Applicants who withdrew their application between September 22, 2018, and the funding decision by the SNSF are included in the study population. These applicants are marked in the dataset (variable *withdrawal*). Those people who submitted a follow-up application were invited to participate in the survey, but their data was subsequently removed as they are not part of the population as defined above.

## 3.2 Field work

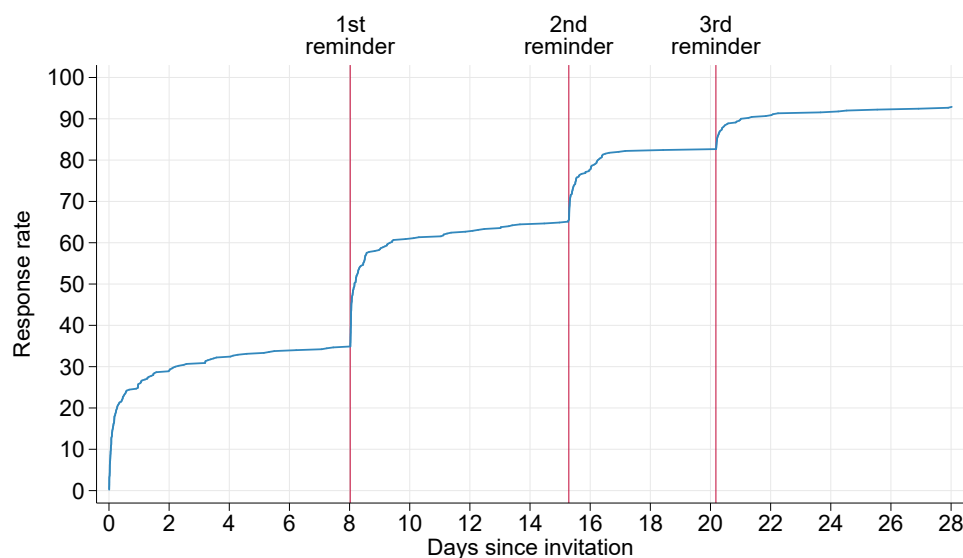
The field phase of the data collection started on October 2, 2018. The applicants were invited by email to participate in the survey of the CTC study on Tuesday, October 2, between 9:53 and 9:57, using the mailing feature of LimeSurvey (see Section 2.4 for more information on LimeSurvey). These emails contained a personalized link to start the online survey. A first reminder email, again containing the personalized survey link, was sent out eight days after the initial invitation, on Wednesday, October 10, to all persons who had not responded by then (296 emails, between 10:24 and 10:27). One week later, on Wednesday, October 17, a thank you message and reminder email was sent out to all applicants by the SNSF (approximately at 16:00). Shortly afterwards, and as announced in the message by the SNSF, the project team at the University of Bern sent an email containing the personalized survey link to all those applicants who had not yet participated up to this point (158 emails, between 16:56 and 16:58). Another five days later, on Monday, October 22, a final reminder email was sent (83 emails, at

14:11) in which the remaining applicants were asked to complete the survey by Friday, October 26. The online survey was finally closed on Wednesday, October 31, 2018. A thank you email was sent to all participants on December 18, 2018. Facsimiles of all messages are provided in Appendix A.1.

### 3.3 Response rate

Figure 1 displays how the response rate developed over time. As can be seen, each reminder had a clear effect on the response rate. However, most responses occurred within one or two days after receiving the invitation or reminder message and the curve levels off afterwards.

Figure 1: Response rate over time



In total, 408 respondents completed the survey, which results in a response rate of 91% (see Table 3). The questionnaire is considered completed if at least 70% of all applicable questions have been answered (see Section 4.5.2, variable *status*).

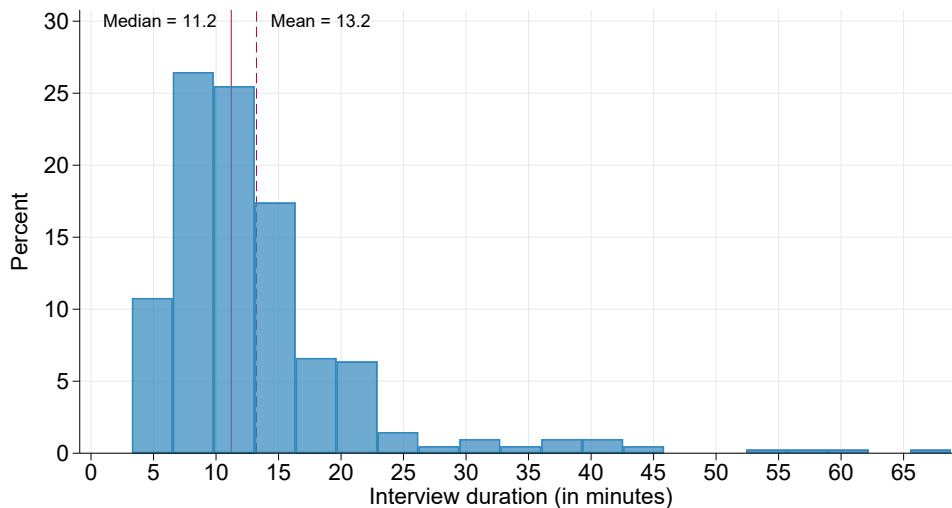
Table 3: Number of respondents and response rate

	<i>N</i>	Percent
Net sample	450	100.0
Participated before 1st reminder	154	34.2
Participated before 2nd reminder	292	64.9
Participated before 3rd reminder	366	81.3
Total participation	408	90.7

### 3.4 Interview duration

The distribution of the interview duration is shown in Figure 2 (including only completed questionnaires, i.e., excluding respondents who broke off the interviews). The mean interview duration was 13 minutes, the median was 11 minutes. 75% of the participants completed the questionnaire within 15 minutes.

Figure 2: Interview duration (completed questionnaires only)



## 4 The data

### 4.1 Provided data sets

The CTC data is split into two files: a main data file (CTC-18-Base.\*) and an auxiliary data file (CTC-18-Base-AUX.\*). The main file should be sufficient for most analyses. In case a variable from the auxiliary file is needed, the two files can be merged by matching on the variable *IDperson* and the variable *IDapplication*. The auxiliary file contains original (unedited) survey responses for those variables that have been edited during data preparation (using the suffix *\_raw* for the original variables),<sup>2</sup> time stamps of the survey pages (*timepage1* etc.), as well as a number of technical variables (e.g., *surveyduration*).

### 4.2 Linkage with administrative records

Some of the variables in the final dataset are based on administrative records that were provided by the SNSF (e.g., gender, birth year, discipline, information about the application process). To protect the privacy of the respondents and guarantee the independence of the CTC data

<sup>2</sup>Apart from some original variables that have been removed to preserve anonymity; see the detailed data preparation comments in Section 4.5.

from administrative processes of the SNSF, identifying information such as names or exact birth dates are not included in the CTC data. Furthermore, we use a CTC person ID (variable *IDperson*) and a CTC application ID (variable *IDapplication*) that are different from the person ID and application ID maintained by the SNSF administration. The CTC person ID contains 8 digits and is randomly assigned within a cohort, with the first two digits identifying the cohort. The CTC application ID contains 7 digits and is also randomly assigned within a cohort, with the first two digits identifying the cohort. The variables based on the SNSF administrative records are as follows:

<i>gndr</i>	Gender
<i>birthyr</i>	Birth year
<i>nationality</i>	Nationality (categorized; see below)
<i>residence</i>	Place of residence (categorized; see below)
<i>scheme</i>	Funding scheme applied for
<i>discipline</i>	Discipline of application (simplified; see below)
<i>domain</i>	Research domain of application
<i>institutionplace</i>	Place of current research institution (categorized; see below)
<i>institutionrank</i>	Ranking of current research institution (categorized; see below)
<i>resubmission</i>	Application is a resubmission
<i>withdrawal</i>	Application withdrawn
<i>commission</i>	ID of responsible research commission
<i>commissionmeet</i>	Commission meeting took place before last survey access
<i>funding</i>	Positive funding decision
<i>grade</i>	Grading of application
<i>decisiondate</i>	Date of funding decision
<i>grantduration</i>	Duration of grant in months
<i>grant</i>	Amount of grant in CHF: total (rounded)
<i>grantscholarship</i>	Amount of grant in CHF: scholarship (personal salary) (rounded)
<i>grantresearchfunds</i>	Amount of grant in CHF: research funds (rounded)
<i>grantresearchcosts</i>	Amount of grant in CHF: research costs (rounded)
<i>grantcongress</i>	Amount of grant in CHF: congress costs (rounded)
<i>grantregistration</i>	Amount of grant in CHF: registration fees (rounded)
<i>granttravel</i>	Amount of grant in CHF: travel costs (rounded)
<i>grantchild</i>	Amount of grant in CHF: child benefits (rounded)
<i>grantthird</i>	Amount of grant in CHF: third-party funds (rounded)

The “current research institution” is the applicant’s primary research institution as recorded in the SNSF administrative data in September 2018.

### 4.3 General data preparation steps

Data preparation was conducted along the following general principles (additional details on specific variables can be found in Section 4.5):

- Assign informative missing values (see Section 4.4).
- Create a variable with suffix *\_raw* containing the original information if a variable requires editing.
- Check if filters are consistent and correct if necessary.
- Make the data consistent for questions that have an “other” text field by ticking the “other” option if text has been provided (such inconsistencies could occur if JavaScript was not running).
- Examine all “other” text fields and, if possible, assign one of the predefined response categories. Delete the open text if assignment is possible.
- Check and if necessary correct invalid numeric/date answers (e.g., whether within plausible range).
- Use the first answer if a respondent provided multiple answers (in text fields where this was possible; e.g., countries, institutions).
- Delete values of variables filled in by LimeSurvey if a respondent only visited the welcome page (*surveystart*, *surveyend*, *surveyduration*, *lastpage*).

## 4.4 Classification of missing values

Missing values have been assigned according to the following classification. An exception are the time stamp variables, for which we did not classify the missing values.

Unit-Nonresponse:

- .a No invitation
- .b No participation (invited, but did not participate)

Item-Nonresponse:

- .g Break-off
- .h No answer / Not available
- .i Invalid data

Missing values due to filters:

- .z [Reason 1 for the filter of the current question]
- .y [Reason 2 for the filter of the current question]
- .x [Reason 3 for the filter of the current question]
- ...

## 4.5 Details on selected variables

### 4.5.1 Main data set

*nationality, residence, institutionplace, emplplace, phdplace*

To preserve anonymity, country names other than Switzerland have been replaced by regions (e.g., Central Europe, Northern America, Africa) based on Federal Statistical Office (2018b); also see file CTC-18-Base-Countries.xlsx.

*discipline*

To preserve anonymity, *discipline* has been categorized into a simplified version of the classification based on Swiss National Science Foundation (2016); also see file CTC-18-Base-Disciplines.xlsx.

*domain, phddomain*

The variables *domain* and *phddomain* contain a categorization of *discipline* and *phddiscipline* into three main research domains according to the SNSF classification; also see file CTC-18-Base-Disciplines.xlsx.

*institutionrank, phdunirank*

The ranks of the institutions have been obtained from the “Times Higher Education World University Ranking 2018” (University Rankings 2018); also see file CTC-18-Base-Institutions.xlsx. To preserve anonymity, the names of the institutions are not included in the data, and the ranks have been categorized.

*commission*

To preserve anonymity, a random ID has been assigned to each research commission. The variable *commission* is only relevant for Early Postdoc.Mobility. Only these applications are evaluated by local research commissions at the Swiss universities, ETHZ, and EPFL. Applications for other postdoctoral career funding schemes are evaluated by evaluation commissions of the SNSF.

*commissionmeet*

Instead of providing the exact date of the meeting of the research commission (that may identify the commission), the variable only indicates whether the meeting took place before or after the respondent’s participation in the survey. If the research commissions had more than two meeting dates, the date of the first meeting was used.

*grade*

The original information on the grading of the application has been recoded into numeric values (1 for grade A, 1.5 for AB, 2 for B, 2.5 for BC, 3 for C, and 4 for D; intermediate grades were interpolated between these values). The original grading is provided in variable *grade\_raw* in the auxiliary data set.

*grant, grantscholarship, grantresearchfunds, grantresearchcosts, grantcongress, grantregistration, granttravel, grantchild, grantthird*

To preserve anonymity, all values were randomly rounded to units of 1000 (using an algorithm that rounds up or down with a probability proportional to the remainder and ensures

that the rounded components add up to the rounded total). A value of 0 means that a nonzero value was present but has been rounded down (true zeros are coded as missing). The variables *grantresearchcosts* and *grantcongress* are only relevant for Early Postdoc.Mobility. The variable *grantresearchfunds* is only relevant for Postdoc.Mobility and includes research costs and congress costs. Variable *grant* is equal to the sum of the other variables. The values in *grantthird* (third-party funds) are negative, so that the total (*grant*) is equal to the amount of money requested from the SNSF.

#### *status*

The participation status was determined as follows. If *highpage* (highest questionnaire page that has been delivered to the respondent) was missing, *status* was set to 1 (no participation). Based on suggestions given in AAPOR (2016), value 3 (complete) was assigned among those who participated if at least 70% of the applicable questions have been answered. For the remaining participants participation status was set to 2 (partially complete).

#### *empl*

If the question on the current employment status (question 1) remained unanswered (3 cases), an appropriate value was imputed depending on whether the answers to the subsequent questions indicated that the respondent was employed or not.

#### *occup*

To preserve anonymity, only the ISCO-08 code of the occupation is included in the data, but not the original response. The occupations have been classified based on the FSO table of job titles; also see file CTC-18-Base-Occupations.xlsx.

#### *budgetnum*

In the survey, respondents had the possibility of providing budget values in foreign currencies. These values have been transformed to CHF (and rounded to integers) based on exchange rates obtained from finanzen.ch (2018) as of October 2, 2018. To preserve anonymity, the original responses are not included in the data.

#### *contractnum*

One person indicated that the contract duration was 0 months. We changed this value to missing (.i “invalid data”).

#### *overtime*, *overtimepay*, *overtimeno*

During the interview, the question on overtime compensation was only suppressed for respondents who indicated that they do not have to report their working hours. This means that the question was also shown to respondents who did not answer the question on whether they have to report their working hours. In the data, we set the overtime compensation variables to missing for these respondents (.x “*workhreport* ≠ 1”).

#### *workperc*

Total of *workpercmain* and *workpercoth*, if at least one of the variables is non-missing (treating missing as zero on the other variable).

#### *workpercmain*

Two respondents provided unrealistic values for the contractual work-time percentage, namely 195% and 1000%. These values were recoded to 100%.

#### *workh*

Total of *workhmain* and *workhoth*, if at least one of the variables is non-missing (treating missing as zero on the other variable).

#### *workhmain*

One respondent provided an unrealistic value for the weekly working hours, namely 160 hours. This value was recoded to missing (.i “invalid data”).

#### *inc*

Total of *incmain*, *incoth*, and *incextra*, if at least one of the variables is non-missing (treating missing as zero on the other variables).

#### *incmain*, *incoth*, *incextra*

In the survey, respondents had the possibility of providing income values in foreign currencies. These values have been transformed to CHF (and rounded to integers) based on exchange rates obtained from finanzen.ch (2018) as of October 2, 2018. To preserve anonymity, the original responses are not included in the data. *incmain*: One respondent reported annual gross earnings of 845'000 CHF, which appeared unrealistically high given the respondent's occupational situation; the value was recoded to missing (.i “invalid data”). Furthermore, we assumed that four-digit values correspond to monthly earnings and multiplied them by 13 (11 cases) unless a four-digit value seemed realistic given the occupational situation; and we assumed that two-digit values correspond to yearly earnings in thousands and multiplied them by 1000 (1 case).

#### *activityres*, *activityteach*, *activityadmin*, *activityclin*, *activityoth*

Respondents were asked to report percentages for the different activities that sum up to 100 percent. We rescaled the values if this was not the case (apparently, some part-time employed respondents provided answers summing up to their work-time percentage). Furthermore, we recoded missing values to zero if at least one value was provided.

#### *phdstart*, *phdend*

Both variables were recoded to missing (.i “invalid data”) if an end date was provided that was not after the provided start date.

#### *child1*

An implausible value (child born in same year as respondent) was recoded to missing (.i “invalid data”).

### **4.5.2 Auxiliary data set**

#### *missing*

The percentage of missing values is defined as the number of valid answers divided by the number of all applicable survey items. We included all relevant numeric survey variables



(excluding additional variables computed from these variables) as well as all relevant string variables (excluding “other” fields and comments) in the calculation.

#### *highpage*

Information on the highest survey page provided to the respondent was derived from information in *lastpage* and the *timepage#* variables. *highpage* is equal to *lastpage* if none of the time stamps indicates that a later page was viewed. Otherwise, *highpage* is set to the highest page with a non-missing time stamp.

### 4.5.3 Removed variables

As described in the detailed descriptions above, some information collected in the survey has been removed or reclassified to preserve anonymity. In addition, the following items have been dropped:

- The “other” field in question 20 (variable *institoth* in the file CTC-18-Base-Questionnaire.pdf).
- The open comment field on the last survey page (variable *comments* in the file CTC-18-Base-Questionnaire.pdf).

All other open text fields of the survey have been checked manually to ensure that they do not contain identifying information. One observation contained such information in variable *rvisithomenum\_raw*; this information has been deleted.

## 4.6 Data quality

### 4.6.1 Survey break-offs

Nine respondents started the survey but broke off. Table 4 indicates the pages on which these respondents stopped answering. There is no evidence of a particular question causing these break-offs.

Table 4: First page not answered in case of break-off

Page	Topic	<i>N</i>
4	Current occupation	1
5	Professional status	1
13	Earnings	2
15	Time spent on research and other activities	2
18	Research visits/exchanges	1
27	Research visits during PhD	1
28	Employment between PhD and current situation	1
Total		9

#### 4.6.2 Item-nonresponse

In general, item-nonresponse was low, with a proportion of missing values below 2% for most variables. Table 5 displays a selection of variables/questions that have a high proportion of missing values.

Table 5: Variables/questions with a high proportion of missing values

Variable	Question	<i>N</i> <sup>a</sup>	Missing <sup>b</sup>
<i>incextra</i> <sup>c</sup>	What are your annual gross earnings? Annual extra income (from mandates, royalties, expert activities, extra teaching, etc.)	338	260 (76.9%)
<i>childcarenum</i>	On how many half-days per week (excluding the weekend and excluding evenings) do you personally look after your children?	74	10 (13.5%)
<i>notemplstart</i>	Since when have you been non-employed (i.e. not engaged in paid employment)?	78	10 (12.8%)
<i>incmain</i>	What are your annual gross earnings? Annual gross earnings (in primary job) (including social security contributions, 13th month salary, paid overtime, bonuses, etc.)	338	20 (5.9%)
<i>phdprize</i>	Have you received a scientific prize or award for your dissertation (or a single paper of your dissertation)?	298	14 (4.7%)
<i>phdunirank</i>	From which university did you receive your doctorate/PhD?	298	13 (4.4%)
<i>phdgrade</i>	Please indicate the qualification/grade you obtained with this doctorate/PhD.	298	9 (3.0%)
<i>worklife</i>	And how satisfied are you with your work-life-balance?	407	11 (2.7%)
<i>care...</i>	Do you have any of the following caring responsibilities?	409	9 (2.2%)
<i>activity...</i>	Of your total work time in your current academic job(s), how much time do you spend on research and how much on other activities?	328	7 (2.1%)
<i>phdformatnum</i>	What was the format of your dissertation? Individual articles/papers (cumulative dissertation). Number of articles/papers:	142	3 (2.1%)

<sup>a</sup> Number of respondents who were supposed to answer the question.

<sup>b</sup> Number of respondents who did not answer the question or provided invalid data.

<sup>c</sup> If the survey participants had no extra income, many probably did not enter a zero, since a zero was in gray font as a template in the corresponding field.

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# A Appendix

## A.1 Mailings

### SNSF information email sent on September 10, 2018



Dear Sir or Madam

The SNSF promotes the career development of young researchers via specific funding schemes. In order to improve the schemes, the SNSF wishes to gain an even better understanding of the career paths and the impact of its career funding activities.

We have therefore launched the **Career Tracker Cohorts (CTC) study**. It will be implemented by a project team from the University of Berne. The team is headed by Professor Ben Jann and Professor Michèle Amacker and includes Barbara Zimmermann, Janine Widmer and Janine Lüthi.

All applicants to the post-doctoral career funding schemes Early Postdoc.Mobility, Postdoc.Mobility, Ambizione, PRIMA and Eccellenza will be asked by the project team to participate in the CTC.

You applied to [funding instrument] and are therefore part of the first cohort. The SNSF will transfer your contact information and necessary administrative data on your grant application to the project team. The project team will contact you and invite you to participate in a short online survey, which will be repeated in the coming years. Your contribution is very important for the success of the project.

The project team will process your data exclusively for the purposes of the CTC study. The results of the study will be published anonymously, that is, in such a manner that particular individuals may not be identified. If we do not hear from you, we will assume you agree with the transfer of your contact information and administrative data. You can withdraw your consent at any time. **If you do not agree with the SNSF passing on your data, please reply to this email no later than 19 September 2018.**

**Your participation in the CTC study is unrelated to the evaluation procedure of your recently submitted proposal.** The CTC study remains completely separate from the routine activities of the SNSF. The data will be analysed by an independent team for scientific purposes only, with the ultimate aim to improve the career funding schemes of the SNSF.

Please visit the project website at [www.careertrackercohorts.ch](http://www.careertrackercohorts.ch) for further information. News regarding the results of the SNSF-CTC will also be published on this website.

The SNSF would greatly appreciate your participation in the CTC study. Thereby **you contribute to a needs-oriented and evidence-based development of the career funding schemes.**

Yours sincerely,

Matthias Egger  
President of the National  
Research Council

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**Contact**  
Swiss National Science Foundation  
Strategy Support  
+41 31 308 21 79  
[careertracking@snf.ch](mailto:careertracking@snf.ch)  
[www.snsf.ch](http://www.snsf.ch)

## Invitation email sent on October 2, 2018

Regarding:

### Invitation to participate in the Career Tracker Cohorts (CTC) survey

Dear [title] [last name],

You recently applied to [name of instrument] and we would like to invite you to participate in the Career Tracker Cohorts study, conducted by the University of Bern on behalf of the SNSF. This study aims to better understand the career paths of young researchers and to improve the SNSF career funding instruments.

We kindly ask you to participate in the survey. Completing the survey will take no longer than 15 minutes. It covers the following topics:

- current work situation and research activities,
- doctorate,
- post-doctorate activities,
- career prospects and aspirations,
- personal life situation.

Your data will be treated with strict confidentiality. The results of the study will be published anonymously, so that the respondents cannot be identified. Your answers will not affect current or future funding decisions by the SNSF.

To participate in the survey, please click the following link:

[survey link]

Further information about the project can be found on the website [www.careertrackercohorts.ch](http://www.careertrackercohorts.ch). If you have any questions or concerns, do not hesitate to contact the project team. You can reach us by phone at +41 31 631 48 85 or by email at [info@careertrackercohorts.ch](mailto:info@careertrackercohorts.ch).

Thank you very much for your valuable contribution.

Sincerely,

Institute of Sociology and Interdisciplinary Centre for Gender Studies  
University of Bern



## First reminder email sent on October 10, 2018

Regarding:

### Reminder to participate in the Career Tracker Cohorts (CTC) survey

Dear [title] [last name],

Recently we invited you to participate in the Career Tracker Cohorts study, conducted by the University of Bern on behalf of the SNSF. We kindly remind you to complete the survey, which will take no longer than 15 minutes. **The SNSF strongly encourages all career funding applicants to take part in the cohort study.** It is very important for the SNSF that the results of the cohort study are representative so that the impact of post-doctoral career funding schemes can be assessed and the necessary improvements can be made.

Your data will be treated with strict confidentiality. The results of the study will be published anonymously, so that the respondents cannot be identified. Your answers will not affect current or future funding decisions by the SNSF.

To participate in the survey, please click the following link:

[survey link]

Further information about the project can be found on the website [www.careertrackercohorts.ch](http://www.careertrackercohorts.ch). If you have any questions or concerns, do not hesitate to contact the project team. You can reach us by phone at +41 31 631 48 85 or by email at [info@careertrackercohorts.ch](mailto:info@careertrackercohorts.ch).

Thank you very much for your valuable contribution.

Sincerely,

Institute of Sociology and Interdisciplinary Centre for Gender Studies  
University of Bern



## Thank you and reminder email by the SNSF (second reminder) sent on October 17, 2018



SWISS NATIONAL SCIENCE FOUNDATION

Dear Sir or Madam

You have recently received an invitation to participate in the newly launched Career Tracker Cohort study, and many of you have already done so. We thank you very much for your participation!

**It is very important that all applicants take part in the survey so that the results of the study are representative and the SNSF funding instruments can be improved and adapted to the needs of the research community.**

Therefore, we kindly ask those who have not yet completed the survey to do so. You will shortly receive another email with your personal link from the project team of the University of Bern. If you do not receive such a link, please check your spam folder or contact the project team at [info@careertrackercohorts.ch](mailto:info@careertrackercohorts.ch).

Your participation in the Career Tracker Cohort study is unrelated to the evaluation procedure of your recently submitted proposal and your data will be treated with strict confidentiality.

To keep up to date with the project, you can visit the website [www.careertrackercohorts.ch](http://www.careertrackercohorts.ch). Results of the study will be published there at a later date.

Thank you very much for your valuable participation.

Sincerely,

Matthias Egger  
President of the National Research  
Council

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### Contact

Swiss National Science Foundation  
Strategy Support  
+41 31 308 21 79  
[careertracking@snf.ch](mailto:careertracking@snf.ch)  
[www.snsf.ch](http://www.snsf.ch)



**Email with personalized survey link after thank you and reminder email by the SNSF sent on October 17, 2018**

Regarding:

**Link to participate in the Career Tracker Cohorts (CTC) survey**

Dear [title] [last name],

As announced by the SNSF, we send you the link to participate in the survey of the Career Tracker Cohorts study again. Please click the following link:

[survey link]

Completing the survey will take no longer than 15 minutes. Your answers will be treated with strict confidentiality and will not affect current or future funding decisions by the SNSF.

Further information about the project can be found on the website [www.careertrackercohorts.ch](http://www.careertrackercohorts.ch). If you have any questions or concerns, do not hesitate to contact the project team. You can reach us by phone at +41 31 631 48 85 or by email at [info@careertrackercohorts.ch](mailto:info@careertrackercohorts.ch).

Thank you very much for your valuable contribution.

Sincerely,

Institute of Sociology and Interdisciplinary Centre for Gender Studies  
University of Bern



### Third reminder email sent on October 22, 2018

Regarding:

#### **Final reminder to participate in the Career Tracker Cohorts (CTC) survey**

Dear [title] [last name],

Recently we invited you to participate in the Career Tracker Cohorts study. We kindly remind you to complete the survey by **Friday, October 26, 2018**. It will take no longer than 15 minutes. **It is essential that all applicants take part in the study** so that the career paths of young researchers are represented accurately and the SNSF can optimize its career funding instruments.

To participate in the survey, please click the following link:

[survey link]

Your data will be treated with strict confidentiality. The results of the study will be published anonymously, so that the respondents cannot be identified. Your answers will not affect current or future funding decisions by the SNSF.

Further information about the project can be found on the website [www.careertrackercohorts.ch](http://www.careertrackercohorts.ch). If you have any questions or concerns, do not hesitate to contact the project team. You can reach us by phone at +41 31 631 48 85 or by email at [info@careertrackercohorts.ch](mailto:info@careertrackercohorts.ch).

Thank you very much for your valuable contribution.

Sincerely,

Institute of Sociology and Interdisciplinary Centre for Gender Studies  
University of Bern

*u<sup>b</sup>*

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## Thank you email sent on December 19, 2018

Regarding:

### **SNSF Career Tracker Cohorts**

Dear [title] [last name],

In October, you have participated in the base survey of the SNSF Career Tracker Cohorts study. This survey was sent out to all the applicants for Postdoc.Mobility and Early Postdoc.Mobility in fall 2018. It has achieved a very high response rate of 91% and marks a great starting point for the long-term study of the participants' career paths.

We would like to take this opportunity to thank you for your valuable cooperation. We are looking forward to inform you about first results soon and to contact you for the follow-up survey in fall 2019. In case you would like us to contact you at a different email address in the future, please let us know.

We wish you a Merry Christmas and a Happy New Year.

Sincerely,  
Institute of Sociology and Interdisciplinary Centre for Gender Studies

**University of Bern**  
Institute of Sociology  
Career Tracker Cohorts  
Fabrikstr. 8  
CH-3012 Bern

+41 31 631 48 85  
[www.careertrackercohorts.ch](http://www.careertrackercohorts.ch)

*u<sup>b</sup>*

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## A.2 Screenshots of the questionnaire

The following screenshots display previews of the questionnaire pages under standard conditions; see the attached notes for information on filters and dynamic elements. The notes also list the variables in the dataset corresponding to the page. Furthermore, the source is given for questions that were adopted from other studies.

### Welcome page

Dear participant, welcome to the SNSF Career Tracker Cohorts!

Thank you for taking the time to fill out this questionnaire.

Your data will be treated with strict confidentiality. The results of the study will be published anonymously, so that the respondents cannot be identified. Your answers will not affect current or future funding decisions by the SNSF.

If you have any questions or concerns, you can reach the project team by phone or email:

Phone: +41 31 631 48 85  
Email: [info@careertrackercohorts.ch](mailto:info@careertrackercohorts.ch)

If you want to complete the survey by keyboard, use the following keys:

<b>tab</b>	cycle among questions, answers, and navigation buttons (Safari: activate "Press Tab to highlight each item on a webpage" in the advanced preferences)
<b>shift+tab</b>	cycle backwards
<b>arrow keys</b>	navigate within a radio button group
<b>space bar</b>	activate a checkbox or radio button; trigger a navigation button
<b>return</b>	trigger a navigation button

### Page 1 (question 1)

**The first set of questions is about your current work situation.**

**Are you currently engaged in paid employment (including self-employment or scholarship)?**

☐ Yes


☐ No

Variables: *JSbegin*, *empl*, *empl\_raw*, *timepage1*

Source: Federal Statistical Office (2016a: 30)

## Page 2 (questions 2 and 3)

**Since when have you been non-employed (i.e. not engaged in paid employment)?**



**Why are you currently not employed?**

☐ (Further) education/training

☐ Family obligations (household, children, etc.)

☐ Travelling or language stay

☐ Health problems

☐ Transition between jobs

☐ Unemployment

☐ Other

→ Please specify:

Variables: *notemplstart*, *notemplreas*, *notemplreasoth*, *notemplreas\_raw*, *notemplreasoth\_raw*, *timepage2*

Filter: not working (*empl* = 2)

Source: Federal Statistical Office (2016a: 30), Federal Statistical Office (2016b: 22)

## Page 3 (question 4)

**Do you have one or several jobs?**

☐ One job

☐ Several jobs

Variables: *jobnum*, *timepage3*

Filter: working (*empl* ≠ 2)

Source: Federal Statistical Office (2016a: 32)

## Page 4 (question 5)

Please answer the following questions for your **PRIMARY** job (unless stated otherwise).

**What kind of work do you do, that is, what is your occupation?**

📘 For example: climatologist, political scientist, neurosurgeon.

Please type your (primary) occupation as precisely as possible (e.g. "biologist" instead of "postdoc" or "researcher"). A list of possible occupations will be displayed depending on the text you type. If one of the entries matches your occupation, please select that entry. **If no appropriate entry is found, type your answer and continue without making a selection.**

Variables: *occup*, *timepage4*

Filter: working (*empl* ≠ 2)

Dynamic elements: header only if not one job

Source: Federal Statistical Office (2016a: 35)

## Page 5 (question 6)

**What is your current professional status?**

📘 Please answer for your **primary** job.

☐ Trainee

☐ Employee without leadership/managerial responsibilities

☐ Employee with leadership/managerial responsibilities

☐ Self-employed without employees

☐ Self-employed with employees

➔ Number of employees:

Variables: *profstatus*, *emplnum*, *timepage5*

Filter: working (*empl* ≠ 2)

Dynamic elements: instruction only if not one job

Source: Federal Statistical Office (2016a: 36)

## Page 6 (questions 7 and 8)

**Do you have a supervisory function?**

① Please answer for your **primary** job.

☐ Yes

→ Number of persons that report to you:

☐ No

**Do you have budget responsibility (e.g. as project manager/managing director)?**

① Please answer for your **primary** job.

☐ Yes

→ What is your current annual budget (excluding your wage)?

① If possible, please provide the value in **Swiss francs (CHF)**. Alternatively, if you provide a value in another currency, please include the currency in the field (e.g. "1000 EUR", "1000 USD").

☐ No

Variables: *supervis*, *supervisnum*, *supervisnum\_raw*, *budgetnum*, *timepage6*

Filter: employee with leadership/managerial responsibilities (*profstatus* = 3)

Dynamic elements: primary job instruction only if not one job

Source: Federal Statistical Office (2016a: 36), Federal Statistical Office (2016a: 37)

## Page 7 (question 9)

**When did you start your current job?**

① Please answer for your **primary** job.



Variables: *emplstart*, *timepage7*

Filter: working (*empl* ≠ 2)

Dynamic elements: "... current business" if self-employed; instruction only if not one job

Source: Federal Statistical Office (2016a: 32)

## Page 8 (question 10)

**In which country are you employed?**

① Please answer for your **primary** job.

Start typing and select an entry from the displayed list. **If no appropriate entry is found, type your answer and continue without making a selection.**

Variables: *emplplace*, *timepage8*

Filter: working (*empl* ≠ 2)

Dynamic elements: "...is your business located" if self-employed; primary job instruction only if not one job

Source: Federal Statistical Office (2016a: 32)

## Page 9 (questions 11 and 12)

**Do you work in the public sector or in the private sector?**

① Please answer for your **primary** job.

☐ Public sector

☐ Private non-profit sector

☐ Private for-profit sector

**Are you employed on a permanent or a fixed-term contract?**

① Please answer for your **primary** job.

☐ Permanent contract

☐ Fixed-term contract

➔ Total duration of current contract (in months):

Variables: *sector*, *contract*, *contractnum*, *contractnum\_raw*, *timepage9*

Filter: employed (*profstatus* ≠ 4 or 5)

Dynamic elements: instruction only if not one job

Source: Federal Statistical Office (2016a: 34), Federal Statistical Office (2016a: 37)



## Page 10 (question 13)

**Do you have to report your working hours to your employer?**

① Please answer for your **primary** job.

☐ Yes

☐ No

Variables: *workhreport*, *timepage10*

Filter: employed (*profstatus* ≠ 4 or 5)

Dynamic elements: instruction only if not one job

## Page 11 (question 14)

**Can you compensate overtime?**

① Check all that apply. Please also answer “yes” if the number of hours you can compensate is capped.

Please answer for your **primary** job.

☐ Yes, by taking time off

☐ Yes, by claiming extra pay

☐ No

Variables: *overtimetime*, *overtimepay*, *overtimeno*, *timepage11*

Filter: report working hours (*workhreport* ≠ 2)

Dynamic elements: primary job instruction only if not one job

## Page 12 (questions 15 and 16)

**What is your contractual work-time percentage? (full-time = 100 percent)**

① If you are self-employed, please indicate the work-time percentage that would be appropriate if you would hire someone to do your job.

Work-time percentage:  %

**In a typical week, about how many hours do you work (including the weekend)?**

① Please indicate the average number of hours you typically work per week for your job. We are interested in your actual working time, not the contractual working time.

Number of hours:

Variables: *workperc*, *workpercmmain*, *workpercoth*, *workpercmmain\_raw*, *workpercoth\_raw*, *workh*, *workhmain*, *workhoth*, *workhmain\_raw*, *timepage12*

Filter: working (*empl* ≠ 2)

Dynamic elements: self-employed instruction only if not employed; answer categories “Work-time percentage in primary job” and “Work-time percentage in other job(s)” if not one job

Source: Federal Statistical Office (2016a: 38)

## Page 13 (question 17)

**What are your annual gross earnings?**

● If possible, please provide the value in **Swiss francs (CHF)**. Alternatively, if you provide a value in another currency, please include the currency in the field (e.g. "1000 EUR", "1000 USD").

Annual gross earnings (including social security contributions, 13th month salary, paid overtime, bonuses, etc.)

Annual extra income (from mandates, royalties, expert activities, extra teaching, etc.)

Variables: *inc*, *incmain*, *incoth*, *incextra*, *incmain\_raw*, *timepage13*

Filter: working (*empl* ≠ 2)

Dynamic elements: answer categories “Annual gross earnings in primary job” and “Annual gross earnings in other job(s)” if not one job

Source: Federal Statistical Office (2016a: 39)

## Page 14 (question 18)

**The following questions are about your academic research activities.**

**In your current job(s), do you conduct academic research?**

☐ Yes

☐ No

Variables: *research*, *timepage14*

Filter: working (*empl* ≠ 2)

Dynamic elements: wording depends on the number of jobs; answer categories “Yes, in both my primary job and my other job(s)”, “Yes, but only in my primary job” and “Yes, but only in my other job(s)” if not one job

Source: European Science Foundation (2015: 49)

## Page 15 (question 19)

**Of your total work time in your current academic job(s), how much time do you spend on research and how much on other activities?**

① Please indicate the share of time you spend for each activity as a percentage. The total should sum up to 100 percent.

Research (conducting research, writing papers and proposals, attending conferences, etc.; excluding research-related administrative activities)	<input type="text" value="0"/>	%
Teaching (preparing and giving classes/lectures, supervising students, etc.)	<input type="text" value="0"/>	%
Administrative duties (accounting, personnel administration, marketing, etc.)	<input type="text" value="0"/>	%
Clinical activities	<input type="text" value="0"/>	%
Other activities	<input type="text" value="0"/>	%
<b>Total</b>		<b>0 %</b>

Variables: *activityres*, *activityteach*, *activityadmin*, *activityclin*, *activityoth*, *activityres\_raw*, *activityteach\_raw*, *activityadmin\_raw*, *activityclin\_raw*, *activityoth\_raw*, *timepage15*

Filter: conduct academic research (*research* ≠ 4)

Dynamic elements: wording depends on the number and kind of jobs

Source: Federal Statistical Office (2016a: 37)

## Page 16 (question 20)

**In what type of research institution do you conduct academic research?**

① Please answer for your **primary** academic job.

☐ University or (university) hospital  
☐ ETHZ, EPFL  
☐ ETH research institute (PSI, WSL, Empa, Eawag)  
☐ Other higher education institution (e.g. university of applied sciences/university of teacher education)  
☐ Other public research institute/organization  
☐ Private research institute/organization  
☐ Research division in a corporation or NGO  
☐ Other

➔ Please specify:

Variables: *instit*, *institoth*, *instit\_raw*, *timepage16*

Filter: conduct academic research (*research* ≠ 4)

Dynamic elements: instruction only if not only one academic jobs

Source: ICF Consulting Services Limited (2017: 4)

## Page 17 (question 21)

**What position do you have in this institution?**

① Please answer for your **primary** academic job.

☐ Doctoral student / PhD

☐ Junior researcher / Postdoc

☐ Senior researcher

☐ Research associate / Scientific collaborator

☐ Lecturer / Reader

☐ Medical resident / Assistant doctor

☐ Assistant professor without tenure track or similar

☐ Assistant professor with tenure track or similar

☐ Associate professor or similar

☐ Full professor or similar

☐ Other

→ Please specify:

Variables: *position*, *positionoth*, *timepage17*

Filter: conduct academic research (*research* ≠ 4)

Dynamic elements: instruction only if not only one academic jobs

Source: European Science Foundation (2015: 50)

## Page 18 (question 22)

**Since the start of your current academic job(s), did you conduct any research visits or exchanges (1 month or longer) at another university or research institute?**

① Check all that apply.

☐ Yes, in the same country

→ Total time in months:

☐ Yes, in another country

→ Total time in months:

☐ No

Variables: *rvisithome*, *rvisithomenum*, *rvisitabroad*, *rvisitabroadnum*, *rvisitno*, *rvisithomenum\_raw*, *rvisitabroadnum\_raw*, *timepage18*

Filter: conduct academic research (*research* ≠ 4)


Dynamic elements: wording depends on the number and kind of jobs

Source: European Science Foundation (2015: 52)

## Page 19 (question 23)

**The following questions concern your doctorate/PhD.**

**When did you start your doctorate/PhD?**




☐ I did not do a doctorate/PhD.

Variables: *phdstart*, *timepage19*

Source: European Science Foundation (2015: 47)

## Page 20 (question 24)

**When did you finish your doctorate/PhD (date of defense/exam)?**




☐ I haven't finished my doctorate/PhD yet.

Variables: *phdend*, *timepage20*

Source: European Science Foundation (2015: 47)

## Page 21 (question 25)

**In which country was your doctorate/PhD awarded?**

 Start typing and select an entry from the displayed list. If no appropriate entry is found, type your answer and continue without making a selection.


Variables: *phdplace*, *timepage21*

Filter: finished doctorate/PhD (*phdend* ≠ .y)

Source: European Science Foundation (2015: 48)

## Page 22 (question 26)

**Please indicate the research domain/discipline that best corresponds to your doctorate/PhD.**

 Start typing and select an entry from the displayed list. If no appropriate entry is found, type your answer and continue without making a selection.

Variables: *phddiscipline*, *phddomain*, *phddiscipline\_raw*, *timepage22*

Filter: finished doctorate/PhD (*phdend* ≠ .y)

Source: European Science Foundation (2015: 47)

## Page 23 (question 27)

**From which university did you receive your doctorate/PhD?**

🔍 Start typing and select an entry from the displayed list. If no appropriate entry is found, type your answer and continue without making a selection.

Variables: *phdunirank*, *timepage23*

Filter: finished doctorate/PhD (*phdend* ≠ .y)

## Page 24 (question 28)

**What was the format of your dissertation?**

☐ Book or monograph

☐ Individual articles/papers (cumulative dissertation)

➔ Number of articles/papers:

☐ Other

➔ Please specify:

Variables: *phdformat*, *phdformatnum*, *phdformatoth*, *phdformat\_raw*, *phdformatnum\_raw*, *phdformatoth\_raw*, *timepage24*

Filter: finished doctorate/PhD (*phdend* ≠ .y)

## Page 25 (questions 29 and 30)

**Please indicate the qualification/grade you obtained with this doctorate/PhD.**

☐ Passed (if no particular grading)

☐ Summa cum laude, excellent, 6 (Switzerland), <1 (Germany), or equivalent

☐ Insigni cum laude, very good, 5.5 (Switzerland), or equivalent

☐ Magna cum laude, good, 5 (Switzerland), 1 (Germany), or equivalent

☐ Cum laude, satisfactory, 4.5 (Switzerland), 2 (Germany), or equivalent

☐ Rite, pass, 4 (Switzerland), 3 (Germany), or equivalent

**Have you received a scientific prize or award for your dissertation (or a single paper of your dissertation)?**

☐ Yes

☐ No

Variables: *phdgrade*, *phdprize*, *timepage25*

Filter: finished doctorate/PhD (*phdend* ≠ .y)

## Page 26 (question 31)

**Which sources of income were available to you during your doctorate/PhD?**

📘 Check all that apply.

- ☐ Individual grant or program to promote young researchers (e.g. funded by the SNSF, ERC, or a foundation)
- ☐ Employment within a research project (e.g. funded by the SNSF, ERC, or a foundation)
- ☐ Position as assistant or similar (without specific third-party funding) at a university or research institute
- ☐ Employment as medical resident/assistant doctor
- ☐ Employment outside of university or research institute with relation to the doctorate/PhD
- ☐ Employment outside of university or research institute without relation to the doctorate/PhD
- ☐ Loan (from a bank, family, partner, friends etc.)
- ☐ Other
  - ➔ Please specify
  -

Variables: *phdincgrant*, *phdincproj*, *phdincassist*, *phdincmed*, *phdincemplrdoc*, *phdincemplnrdoc*, *phdincloan*, *phdincoth*, *phdincothspec*, *phdincgrant\_raw*, *phdincassist\_raw*, *phdincemplrdoc\_raw*, *phdincemplnrdoc\_raw*, *phdincoth\_raw*, *phdincothspec\_raw*, *timepage26*

Filter: finished doctorate/PhD (*phdend* ≠ .y)

Source: Federal Statistical Office (2016a: 14)

## Page 27 (question 32)

**During your doctorate/PhD did you complete any research or study visits of 3 months or longer at another university or research institute?**

📘 Check all that apply.

- ☐ Yes, in the same country
- ☐ Yes, in another country
- ☐ No

Variables: *phdvisithome*, *phdvisitabroad*, *phdvisitno*, *timepage27*

Filter: finished doctorate/PhD (*phdend* ≠ .y)

Source: Federal Statistical Office (2016a: 16)

## Page 28 (question 33)

In the following, we are interested in your occupational history since you completed your doctorate/PhD.

Between the completion of your doctorate/PhD and the start of your current job reported above, what jobs did you have?

- ☐ Mostly jobs involving academic research
- ☐ Mostly jobs NOT involving academic research
- ☐ Both about equally (jobs involving and jobs NOT involving academic research)
- ☐ None, current job started right after doctorate/PhD
- ☐ None, I have not been engaged in paid employment in this period

Variables: *histempl*, *timepage28*

Filter: finished doctorate/PhD (*phdend* ≠ .y) and > 1 month between *phdend* and *notemplstart/emplstart*

Dynamic elements: month and year of completion of doctorate/PhD and start of current employment situation in brackets; "... current period of non-employment" if currently non-employed

Source: Federal Statistical Office (2016b: 20 f.)

## Page 29 (question 34)

Where were these jobs?

① Please also include research visits and exchanges (1 month or longer) during which your contract at your home institution kept running.

Check all that apply.

- ☐ In the same institution where I did my doctorate/PhD

→ Total time in months:

0 (months)

- ☐ In a different institution in the same country where I did my doctorate/PhD

→ Total time in months:

0 (months)

- ☐ In a country other than the one where I did my doctorate/PhD

→ Total time in months:

0 (months)

Variables: *histemplphd*, *histemplphdnum*, *histemplhome*, *histemplhomenum*, *histemplabroad*, *histemplabroadnum*, *histemplphdnum\_raw*, *histemplabroadnum\_raw*, *timepage29*

Filter: having jobs between end of doctorate/PhD and current employment situation (*histempl* = 1, 2 or 3)

Source: Federal Statistical Office (2016b: 21)



## Page 30 (questions 35 and 36)

**Did you (mainly) have fixed-term or permanent contracts in these jobs?**

☐ Mainly fixed-term

☐ Mainly permanent

☐ Both about equally

☐ Not applicable, did not have an employment contract

**Were you (mainly) working full-time or part-time in these employments?**

☐ Mainly full-time (full-time = 90 percent or more)

☐ Mainly part-time

☐ Both about equally

Variables: *histcontract*, *histemplrate*, *timepage30*

Filter: having jobs between end of doctorate/PhD and current employment situation (*histempl* = 1, 2 or 3)

Source: Federal Statistical Office (2016b: 21)

## Page 31 (question 37)

**Between the completion of your doctorate/PhD and the start of your current job reported above, did you have any periods of non-employment (e.g. family obligations, transition between jobs, unemployment) of 1 month or longer?**

☐ Yes

→ Total time in months:

☐ No

Variables: *histnotempl*, *histnotemplnum*, *histnotemplnum\_raw*, *timepage31*

Filter: having jobs between end of doctorate/PhD and current employment situation (*histempl* = 1, 2 or 3)

Dynamic elements: month and year of completion of doctorate/PhD and start of current employment situation are displayed in brackets; "...any additional period of non-employment" if currently non-employed

Source: Federal Statistical Office (2016b: 20)

## Page 32 (question 38)

**Why were you not employed?**

🔍 Check all that apply.

- ☐ (Further) education/training
- ☐ Family obligations (household, children, etc.)
- ☐ Travelling/language stay
- ☐ Health problems
- ☐ Transition between jobs
- ☐ Unemployment
- ☐ Other

➔ Please specify:

Variables: *histnotempledu*, *histnotemplfam*, *histnotempltrav*, *histnotemplhealth*, *histnotempljobs*,  
*histnotemplunempl*, *histnotemplloth*, *histnotemplothspec*, *histnotemplhealth\_raw*, *histnotemplunempl\_raw*,  
*histnotemplloth\_raw*, *histnotemplothspec\_raw*, *timepage32*

Filter: having periods of non-employment between end of doctorate/PhD and current employment situation  
(*histempl* = 5 or *histnotempl* = 1)

Source: Federal Statistical Office (2016b: 22)

## Page 33 (question 39)

The following questions are about your career prospects and aspirations.

When you think of your future career, how important are the following aspects to you?

	Not important at all 1	2	3	4	Very important 5
To have a secure job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To earn a high salary.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To have good career prospects.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To work at a prestigious university/institution/company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To work together with renowned colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To be provided with good equipment and infrastructure by the employer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To work in the same country as I work/live in now.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To be able to work part-time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To be able to reconcile work and family life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To be able to reconcile work with other activities (e.g. professional sport, travel).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Variables: *impsecjob*, *impsalary*, *impcareerprosp*, *impprestige*, *impcolleg*, *impinfra*, *impcntry*, *imppart*, *impworklife*, *impothact*, *timepage33*

Source: Federal Statistical Office (2016a: 25 f.)

## Page 34 (question 40)

And how important are the following aspects for your future career?

	Not important at all 1	2	3	4	Very important 5
To work within my area of expertise.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To be able to use my specialist qualifications at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To have a job where I can put my own ideas into practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To have work that corresponds to my own views and convictions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To be able to develop myself further in my subject area at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To continue my academic career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Variables: *impexp*, *impqualif*, *impidea*, *impview*, *impdevelop*, *impcareercont*, *timepage34*

Source: Federal Statistical Office (2016a: 25 f.)

### Page 35 (question 41)

**Concerning your future career, what position would you aspire most?**

☐ Full tenured professorship

☐ Other leading management position

☐ Other leading research position

☐ Other permanent teaching position

☐ Other

→ Please specify:

Variables: *aspiration*, *aspirationoth*, *timepage35*

Source: Huber et al. (2015: 28)

### Page 36 (question 42)

**Please indicate to what extent you agree with the following statements:**

	Do not agree at all 1	2	3	4	Fully agree 5
Scientific work is a central part of my life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident that I am able to meet the demands of an academic career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a strong commitment to scientific work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The most important things that I experience are related to scientific work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Variables: *sciecentr*, *sciedemands*, *sciecommit*, *sciemostimp*, *timepage36*

Source: Berweger (nd: 8)

## Page 37 (question 43 and 44)

The next section contains questions about yourself and your life situation.

**Do you currently have a partner?**

☐ Yes

☐ No

**What is your marital status?**

☐ Single (never married and never in a registered partnership)

☐ Married

☐ Married, but legally separated

☐ Divorced

☐ Widowed

☐ Registered partnership

☐ Registered partnership dissolved

☐ Registered partner passed away

Variables: *partner*, *marital*, *timepage37*

Source: Huber et al. (2015: 29), Tesch (2015: 81), Federal Statistical Office (2016a: 49)

## Page 38 (question 45)

**Do you have children?**

📘 Please include children who have reached the age of majority.

☐ Yes

➔ Number of children:

☐ No


Variables: *children*, *childrennum*, *timepage38*


Source: Federal Statistical Office (2016a: 49)


## Page 39 (question 46)


**When were these children born?**


📘 Please enter the birth years.


1st child:  


2nd child:  


3rd child:  


4th child:  

5th child:  

6th child:  

7th child:  

8th child:  

9th child:  

Variables: *child1*, *child2*, *child3*, *child4*, *child5*, *child6*, *child7*, *child8*, *child9*, *child1\_raw*, *timepage39*

Filter: having children (*children* = 1)

Dynamic elements: wording and number of input fields depend on the number of children

Source: Federal Statistical Office (2016a: 49)

## Page 40 (question 47)

**Apart from you, who else lives in your household?**

📘 Check all that apply.

☐ Spouse / Partner

☐ Children

☐ Other adults

☐ No one, I live alone

Variables: *livsitpartner*, *livsitchildren*, *livsitadult*, *livsitalone*, *timepage40*

Source: Federal Statistical Office (2016a: 49)

## Page 41 (question 48)

**In your household, who is responsible for domestic work (cleaning, cooking, laundry, shopping, home maintenance, etc.)?**

- ☐ Mostly/Only me
- ☐ Me and other household members in equal parts
- ☐ Mostly/Only someone else from the same household
- ☐ Mostly/Only a third party (e.g. cleaning staff)

Variables: *chores, timepage41*

Dynamic elements: 2nd and 3rd answer categories only if living with other people

## Page 42 (question 49)

**Between you and the other parent, how do you share childcare responsibility?**

- ☐ I am solely responsible.
- ☐ I am mostly responsible.
- ☐ We share the responsibility in equal parts.
- ☐ The other parent is mostly responsible.
- ☐ The other parent is solely responsible.
- ☐ No childcare necessary

Variables: *childcarediv, timepage42*

Filter: having children (*children* = 1)

## Page 43 (question 50)

**On how many half-days per week (excluding the weekend and excluding evenings) do you personally look after your children?**

 The maximum is 10 half-days.

Number of half-days:

Variables: *childcarenum, childcarenum\_raw, timepage43*

Filter: responsible for childcare (*childcarediv* ≠ 5 or 6)

Source: Berweger (nd: 11)

## Page 44 (question 51)

**In a typical week, who else looks after your children?**

📘 Check all that apply.

☐ Other family or household members (excluding you and the other parent)

☐ External daycare/dayschool

☐ Au-pair or nanny at your own home

☐ Babysitter

☐ Other

➔ Please specify:

☐ No one else

Variables: *childcarefam*, *childcareext*, *childcarenanny*, *childcarebabys*, *childcareoth*, *childcareothspec*,  
*childcareno*, *childcarefam\_raw*, *childcarenanny\_raw*, *childcareoth\_raw*, *childcareothspec\_raw*, *timepage44*

Filter: childcare necessary (*childcarediv* ≠ 6)

Source: Berweger (nd: 11)

## Page 45 (question 52)

**Do you have any of the following caring responsibilities?**

📘 Check all that apply.

☐ Care for children

☐ Elder care

☐ Adult with disability

☐ Other

➔ Please specify:

☐ No, I do not have such caring responsibilities.

Variables: *carechild*, *careelder*, *caredisab*, *careoth*, *careothspec*, *careno*, *careoth\_raw*, *careothspec\_raw*,  
*careno\_raw*, *timepage45*

Dynamic elements: “Care for children, other than the above mentioned” if having children

Source: European Science Foundation (2015: 46)



### Page 46 (question 53)

**In general, how satisfied are you with your life?**

Not satisfied at all					Very satisfied
1	2	3	4	5	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Variables: *lifesat*, *timepage46*

Source: FORS (2017: 29)

### Page 47 (question 54)

**And how satisfied are you with your work-life-balance?**

Not satisfied at all					Very satisfied
1	2	3	4	5	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Variables: *worklife*, *timepage47*

Source: Huber et al. (2015: 25)

### Page 48 (question 55)

**What is the highest educational degree of your mother?**

- ☐ Compulsory education
- ☐ Secondary vocational education and training (apprenticeship) (in Switzerland: Berufslehre, Handelsmittelschule, apprentissage, école supérieure de commerce, or similar)
- ☐ Secondary general education (high school) (in Switzerland: Berufsmaturität, gymnasiale Maturität, Diplom-/Fachmittelschule, Lehrerseminar, maturité professionnelle, maturité gymnasiale, école de degré diplôme, école de culture générale, écoles normales, or similar)
- ☐ Tertiary vocational education (advanced technical and professional training) (in Switzerland: Meisterdiplom, Eidg. Fachausweis, Höhere Fachschule, diplôme de maîtrise, brevet fédéral, école professionnelle supérieure, or similar)
- ☐ Tertiary academic education (college, university, university of applied sciences) (in Switzerland: University/ETH/EPF, Fachhochschule, Pädagogische Hochschule, haute école spécialisée, haute école pédagogique, or similar)
- ☐ Doctoral degree

Variables: *mother*, *timepage48*

Source: Berweger (nd: 12), Federal Statistical Office (2016a: 51)

## Page 49 (question 56)

**What is the highest educational degree of your father?**

- ☐ Compulsory education
- ☐ Secondary vocational education and training (apprenticeship) (in Switzerland: Berufslehre, Handelsmittelschule, apprentissage, école supérieure de commerce, or similar)
- ☐ Secondary general education (high school) (in Switzerland: Berufsmaturität, gymnasiale Maturität, Diplom-/Fachmittelschule, Lehrerseminar, maturité professionnelle, maturité gymnasiale, école de degré diplôme, école de culture générale, écoles normales, or similar)
- ☐ Tertiary vocational education (advanced technical and professional training) (in Switzerland: Meisterdiplom, Eidg. Fachausweis, Höhere Fachschule, diplôme de maîtrise, brevet fédéral, école professionnelle supérieure, or similar)
- ☐ Tertiary academic education (college, university, university of applied sciences) (in Switzerland: University/ETH/EPF, Fachhochschule, Pädagogische Hochschule, haute école spécialisée, haute école pédagogique, or similar)
- ☐ Doctoral degree

Variables: *father*, *timepage49*

Source: Berweger (nd: 12), Federal Statistical Office (2016a: 51)

## Page 50 (question 57)

**If there is anything else you would like to say, please share your thoughts in the field below.**

Variables: *JSend*, *timepage50*

## End page

You have reached the end of the questionnaire. Many thanks for your valuable contribution!

For more information on the SNSF Career Tracker cohorts see [www.careertrackercohorts.ch](http://www.careertrackercohorts.ch).

This survey has been implemented using [limesurvey](https://limesurvey.org/), an open source product.

### A.3 List of variables in main data set

<i>IDperson</i>	CTC person ID
<i>IDapplication</i>	CTC application ID
<i>cohort</i>	Cohort
<i>subcohort</i>	Subcohort
<i>wave</i>	Panel wave
<i>gndr</i>	Gender
<i>birthyr</i>	Birth year
<i>nationality</i>	Nationality
<i>residence</i>	Place of residence
<i>scheme</i>	Funding scheme applied for
<i>discipline</i>	Discipline of application
<i>domain</i>	Research domain of application
<i>institutionplace</i>	Place of current research institution
<i>institutionrank</i>	Ranking of current research institution
<i>resubmission</i>	Application is a resubmission
<i>withdrawal</i>	Application withdrawn
<i>commission</i>	ID of responsible research commission
<i>commissionmeet</i>	Commission meeting took place before last survey access
<i>funding</i>	Positive funding decision
<i>grade</i>	Grading of application
<i>decisiondate</i>	Date of funding decision
<i>grantduration</i>	Duration of grant in months
<i>grant</i>	Amount of grant (CHF): total
<i>grantscholarship</i>	Amount of grant in CHF: scholarship (personal salary)
<i>grantresearchfunds</i>	Amount of grant in CHF: research funds
<i>grantresearchcosts</i>	Amount of grant in CHF: research costs
<i>grantcongress</i>	Amount of grant in CHF: congress costs
<i>grantregistration</i>	Amount of grant in CHF: registration fees
<i>granttravel</i>	Amount of grant in CHF: travel costs
<i>grantchild</i>	Amount of grant in CHF: child benefits
<i>grantthird</i>	Amount of grant in CHF: third-party funds
<i>status</i>	Participation status
<i>nopartreas</i>	Reason for non-participation
<i>noinvitreas</i>	Reason why not invited
<i>remindernum</i>	Number of reminder emails
<i>empl</i>	Currently engaged in paid employment
<i>notemplstart</i>	Non-employed since
<i>notemplreas</i>	Why not employed
<i>notemplreasoth</i>	Why not employed: other
<i>jobnum</i>	One or several jobs

<i>occup</i>	Occupation (ISCO-08)
<i>profstatus</i>	Current professional status
<i>emplnum</i>	Number of employees
<i>supervis</i>	Supervisory function
<i>supervisnum</i>	Number of subordinates
<i>budget</i>	Budget responsibility
<i>budgetnum</i>	Current annual budget in CHF
<i>emplstart</i>	Current (primary) job: start date
<i>emplplace</i>	Place of employment
<i>sector</i>	Economic sector of current job
<i>contract</i>	Permanent or fixed-term contract
<i>contractnum</i>	Contract duration in months
<i>workhreport</i>	Must report working hours to employer
<i>overtime</i>	Overtime compensation: yes, by taking time off
<i>overtimepay</i>	Overtime compensation: yes, by claiming extra pay
<i>overtimeno</i>	Overtime compensation: no
<i>workperc</i>	Contractual work-time percentage (total)
<i>workpercmain</i>	Contractual work-time percentage (in primary job)
<i>workpercoth</i>	Contractual work-time percentage in other job(s)
<i>workh</i>	Typical weekly working hours (total)
<i>workhmain</i>	Typical weekly working hours (in primary job)
<i>workhoth</i>	Typical weekly working hours in other job(s)
<i>inc</i>	Annual gross earnings and extra income in CHF (total)
<i>incmain</i>	Annual gross earnings (in primary job) in CHF
<i>incoth</i>	Annual gross earnings in other job(s) in CHF
<i>incextra</i>	Annual extra income in CHF
<i>research</i>	Academic research in current job
<i>activityres</i>	Share of research in current academic job(s)
<i>activityteach</i>	Share of teaching in current academic job(s)
<i>activityadmin</i>	Share of administrative duties in current academic job(s)
<i>activityclin</i>	Share of clinical activities in current academic job(s)
<i>activityoth</i>	Share of other activities in current academic job(s)
<i>instit</i>	Type of research institution
<i>institoth</i>	Type of research institution: other
<i>position</i>	Position in research institution
<i>positionoth</i>	Position in research institution: other
<i>rvisithome</i>	Research visits: yes, in the same country
<i>rvisithomenum</i>	Research visits in same country: months
<i>rvisitabroad</i>	Research visits: yes, in another country
<i>rvisitabroadnum</i>	Research visits in other country: months
<i>rvisitno</i>	Research visits: no
<i>phdstart</i>	Start date of PhD

<i>phdend</i>	End date of PhD
<i>phdplace</i>	Country in which PhD was awarded
<i>phddiscipline</i>	Discipline of PhD
<i>phddomain</i>	Research domain of PhD
<i>phdunirank</i>	World rank of university from which PhD was received
<i>phdformat</i>	Format of dissertation
<i>phdformatnum</i>	Format of dissertation: number of papers
<i>phdformatoth</i>	Format of dissertation: other
<i>phdgrade</i>	PhD grade
<i>phdprize</i>	Received prize for dissertation
<i>phdincgrant</i>	Income during PhD: individual grant
<i>phdincproj</i>	Income during PhD: employment within project
<i>phdincassist</i>	Income during PhD: position as assistant or similar
<i>phdincmed</i>	Income during PhD: employment as medical resident
<i>phdincemplrdoc</i>	Income during PhD: external employment related to PhD
<i>phdincemplnrdoc</i>	Income during PhD: external employment unrelated to PhD
<i>phdincloan</i>	Income during PhD: loan
<i>phdincoth</i>	Income during PhD: other
<i>phdincothspec</i>	Income during PhD: other
<i>phdvisithome</i>	Research visits during PhD: yes, in same country
<i>phdvisitabroad</i>	Research visits during PhD: yes, in another country
<i>phdvisitno</i>	Research visits during PhD: no
<i>histempl</i>	Employment between PhD and current situation
<i>histemplphd</i>	Job(s) in same institution as PhD
<i>histemplphdnum</i>	Job(s) in same institution as PhD: months
<i>histemplhome</i>	Job(s) in same country as PhD
<i>histemplhomenum</i>	Job(s) in same country as PhD: months
<i>histemplabroad</i>	Job(s) in another country than PhD
<i>histemplabroadnum</i>	Job(s) in another country than PhD: months
<i>histcontract</i>	Fixed-term or permanent contract(s)
<i>histemplrate</i>	Working full-time or part-time
<i>histnotempl</i>	Non-employment between PhD and current situation
<i>histnotemplnum</i>	Non-employment between PhD and current situation: months
<i>histnotempledu</i>	Why not employed: education
<i>histnotemplfam</i>	Why not employed: family obligations
<i>histnotempltrav</i>	Why not employed: travelling/language stay
<i>histnotemplhealth</i>	Why not employed: health problems
<i>histnotempljobs</i>	Why not employed: transition between jobs
<i>histnotemplunempl</i>	Why not employed: unemployment
<i>histnotemploth</i>	Why not employed: other
<i>histnotemplothspec</i>	Why not employed: other
<i>impsecjob</i>	How important: have a secure job

<i>impsalary</i>	How important: earn a high salary
<i>impcareerprosp</i>	How important: have good career prospects
<i>impprestige</i>	How important: work at a prestigious institution
<i>impcolleg</i>	How important: work together with renowned colleagues
<i>impinfra</i>	How important: good equipment and infrastructure
<i>impcntry</i>	How important: work in the same country as now
<i>imppart</i>	How important: be able to work part-time
<i>impworklife</i>	How important: reconcile work and family life
<i>impothact</i>	How important: reconcile work with other activities
<i>impexp</i>	How important: work within area of expertise
<i>impqualif</i>	How important: use specialist qualifications at work
<i>impidea</i>	How important: put own ideas into practice
<i>impview</i>	How important: have work that corresponds to own views
<i>impdevelop</i>	How important: develop myself further in my subject area at work
<i>impcareercont</i>	How important: continue my academic career
<i>aspiration</i>	Aspired position in future career
<i>aspirationoth</i>	Aspired position in future career: other
<i>sciecentr</i>	Scientific work is a central part of my life
<i>sciedemands</i>	Confident to meet the demands of an academic career
<i>sciecommit</i>	Strong commitment to scientific work
<i>sciemostimp</i>	Most important experiences are related to scientific work
<i>partner</i>	Has a partner
<i>marital</i>	Marital status
<i>children</i>	Has children
<i>childrennum</i>	Number of children
<i>child1</i>	Age of 1st child
<i>child2</i>	Age of 2nd child
<i>child3</i>	Age of 3rd child
<i>child4</i>	Age of 4th child
<i>child5</i>	Age of 5th child
<i>child6</i>	Age of 6th child
<i>child7</i>	Age of 7th child
<i>child8</i>	Age of 8th child
<i>child9</i>	Age of 9th child
<i>livsitpartner</i>	Who else lives in household: spouse/partner
<i>livsitchildren</i>	Who else lives in household: children
<i>livsitadult</i>	Who else lives in household: other adults
<i>livsitalone</i>	Who else lives in household: no one
<i>chores</i>	Responsibility for domestic work in household
<i>childcarediv</i>	Division of childcare responsibility
<i>childcarenum</i>	Number of childcare half-days
<i>childcarefam</i>	Who else looks after children: other family or household members

<i>childcareext</i>	Who else looks after children: external daycare/dayschool
<i>childcarenanny</i>	Who else looks after children: au-pair or nanny
<i>childcarebabys</i>	Who else looks after children: babysitter
<i>childcareoth</i>	Who else looks after children: other
<i>childcareothspec</i>	Who else looks after children: other
<i>childcareno</i>	Who else looks after children: no one else
<i>carechild</i>	Caring responsibilities: care for children
<i>careelder</i>	Caring responsibilities: elder care
<i>caredisab</i>	Caring responsibilities: adult with disability
<i>careoth</i>	Caring responsibilities: other
<i>careothspec</i>	Caring responsibilities: other
<i>careno</i>	Caring responsibilities: none
<i>lifesat</i>	General life satisfaction
<i>worklife</i>	Satisfaction with work-life balance
<i>mother</i>	Highest educational degree of mother
<i>father</i>	Highest educational degree of father

#### **A.4 List of variables in auxiliary data set**

<i>IDperson</i>	CTC person ID
<i>IDapplication</i>	CTC application ID
<i>grade_raw</i>	Grading of application
<i>missing</i>	Percentage of missing values
<i>invitation</i>	Date and time of invitation
<i>invitationemail</i>	Invited by e-mail
<i>invitationletter</i>	Invited by postal letter
<i>reminder1</i>	Date and time of 1st reminder email
<i>reminder2</i>	Date and time of 2nd reminder email
<i>reminder3</i>	Date and time of 3rd reminder email
<i>surveystart</i>	Date and time of first survey access
<i>surveyend</i>	Date and time of last survey access
<i>lastpage</i>	Last viewed page
<i>highpage</i>	Highest viewed page
<i>JSbegin</i>	JavaScript activated at the beginning of the survey
<i>JSend</i>	JavaScript activated at the end of the survey
<i>empl_raw</i>	Currently engaged in paid employment
<i>notemplreas_raw</i>	Why not employed
<i>notemplreasoth_raw</i>	Why not employed: other
<i>supervisnum_raw</i>	Number of subordinates
<i>contractnum_raw</i>	Contract duration in months
<i>workpercmain_raw</i>	Contractual work-time percentage (in primary job)
<i>workpercoth_raw</i>	Contractual work-time percentage in other job(s)

<i>workhmain_raw</i>	Typical weekly working hours (in primary job)
<i>incmain_raw</i>	Annual gross earnings (in primary job) in CHF
<i>activityres_raw</i>	Share of research in current academic job(s)
<i>activityteach_raw</i>	Share of teaching in current academic job(s)
<i>activityadmin_raw</i>	Share of administrative duties in current academic job(s)
<i>activityclin_raw</i>	Share of clinical activities in current academic job(s)
<i>activityoth_raw</i>	Share of other activities in current academic job(s)
<i>instit_raw</i>	Type of research institution
<i>rvisithomenum_raw</i>	Research visits in same country: months
<i>rvisitabroadnum_raw</i>	Research visits in other country: months
<i>phddiscipline_raw</i>	Discipline of PhD
<i>phdformat_raw</i>	Format of dissertation
<i>phdformatnum_raw</i>	Format of dissertation: number of papers
<i>phdformatoth_raw</i>	Format of dissertation: other
<i>phdincgrant_raw</i>	Income during PhD: individual grant
<i>phdincassist_raw</i>	Income during PhD: position as assistant or similar
<i>phdincemplrdoc_raw</i>	Income during PhD: external employment related to PhD
<i>phdincemplnrdoc_raw</i>	Income during PhD: external employment unrelated to PhD
<i>phdincoth_raw</i>	Income during PhD: other
<i>phdincothspec_raw</i>	Income during PhD: other
<i>histemplphdnum_raw</i>	Job(s) in same institution as PhD: months
<i>histemplabroadnum_raw</i>	Job(s) in another country than PhD: months
<i>histnotemplnum_raw</i>	Non-employment between PhD and current situation: months
<i>histnotemplhealth_raw</i>	Why not employed: health problems
<i>histnotemplunempl_raw</i>	Why not employed: unemployment
<i>histnotemploth_raw</i>	Why not employed: other
<i>histnotemplothspec_raw</i>	Why not employed: other
<i>child1_raw</i>	Age of 1st child
<i>childcarenum_raw</i>	Number of childcare half-days
<i>childcarefam_raw</i>	Who else looks after children: other family or household members
<i>childcarenanny_raw</i>	Who else looks after children: au-pair or nanny
<i>childcareoth_raw</i>	Who else looks after children: other
<i>childcareothspec_raw</i>	Who else looks after children: other
<i>careoth_raw</i>	Caring responsibilities: other
<i>careothspec_raw</i>	Caring responsibilities: other
<i>careno_raw</i>	Caring responsibilities: none
<i>surveyduration</i>	Duration of interview in seconds
<i>timepage1</i>	Page 1: elapsed time in seconds
<i>timepage2</i>	Page 2: elapsed time in seconds
<i>timepage3</i>	Page 3: elapsed time in seconds
<i>timepage4</i>	Page 4: elapsed time in seconds
<i>timepage5</i>	Page 5: elapsed time in seconds



<i>timepage6</i>	Page 6: elapsed time in seconds
<i>timepage7</i>	Page 7: elapsed time in seconds
<i>timepage8</i>	Page 8: elapsed time in seconds
<i>timepage9</i>	Page 9: elapsed time in seconds
<i>timepage10</i>	Page 10: elapsed time in seconds
<i>timepage11</i>	Page 11: elapsed time in seconds
<i>timepage12</i>	Page 12: elapsed time in seconds
<i>timepage13</i>	Page 13: elapsed time in seconds
<i>timepage14</i>	Page 14: elapsed time in seconds
<i>timepage15</i>	Page 15: elapsed time in seconds
<i>timepage16</i>	Page 16: elapsed time in seconds
<i>timepage17</i>	Page 17: elapsed time in seconds
<i>timepage18</i>	Page 18: elapsed time in seconds
<i>timepage19</i>	Page 19: elapsed time in seconds
<i>timepage20</i>	Page 20: elapsed time in seconds
<i>timepage21</i>	Page 21: elapsed time in seconds
<i>timepage22</i>	Page 22: elapsed time in seconds
<i>timepage23</i>	Page 23: elapsed time in seconds
<i>timepage24</i>	Page 24: elapsed time in seconds
<i>timepage25</i>	Page 25: elapsed time in seconds
<i>timepage26</i>	Page 26: elapsed time in seconds
<i>timepage27</i>	Page 27: elapsed time in seconds
<i>timepage28</i>	Page 28: elapsed time in seconds
<i>timepage29</i>	Page 29: elapsed time in seconds
<i>timepage30</i>	Page 30: elapsed time in seconds
<i>timepage31</i>	Page 31: elapsed time in seconds
<i>timepage32</i>	Page 32: elapsed time in seconds
<i>timepage33</i>	Page 33: elapsed time in seconds
<i>timepage34</i>	Page 34: elapsed time in seconds
<i>timepage35</i>	Page 35: elapsed time in seconds
<i>timepage36</i>	Page 36: elapsed time in seconds
<i>timepage37</i>	Page 37: elapsed time in seconds
<i>timepage38</i>	Page 38: elapsed time in seconds
<i>timepage39</i>	Page 39: elapsed time in seconds
<i>timepage40</i>	Page 40: elapsed time in seconds
<i>timepage41</i>	Page 41: elapsed time in seconds
<i>timepage42</i>	Page 42: elapsed time in seconds
<i>timepage43</i>	Page 43: elapsed time in seconds
<i>timepage44</i>	Page 44: elapsed time in seconds
<i>timepage45</i>	Page 45: elapsed time in seconds
<i>timepage46</i>	Page 46: elapsed time in seconds
<i>timepage47</i>	Page 47: elapsed time in seconds

*timepage48*  
*timepage49*  
*timepage50*

Page 48: elapsed time in seconds  
Page 49: elapsed time in seconds  
Page 50: elapsed time in seconds

## A.5 Codebook of main data set

### IDperson — CTC person ID

		Count	Percent	Valid %	Cum. %
Valid	10100132	1	0.22	0.22	0.22
	10100203	1	0.22	0.22	0.44
	10100556	1	0.22	0.22	0.67
	10100750	1	0.22	0.22	0.89
	10100780	1	0.22	0.22	1.11
	:	:	:	:	:
	10198693	1	0.22	0.22	99.11
	10199304	1	0.22	0.22	99.33
	10199411	1	0.22	0.22	99.56
	10199788	1	0.22	0.22	99.78
	10199888	1	0.22	0.22	100.00
	Total	450	100.00	100.00	

### IDapplication — CTC application ID

		Count	Percent	Valid %	Cum. %
Valid	1010012	1	0.22	0.22	0.22
	1010015	1	0.22	0.22	0.44
	1010020	1	0.22	0.22	0.67
	1010063	1	0.22	0.22	0.89
	1010113	1	0.22	0.22	1.11
	:	:	:	:	:
	1019884	1	0.22	0.22	99.11
	1019907	1	0.22	0.22	99.33
	1019918	1	0.22	0.22	99.56
	1019925	1	0.22	0.22	99.78
	1019984	1	0.22	0.22	100.00
	Total	450	100.00	100.00	

### cohort — Cohort

		Count	Percent	Valid %	Cum. %
Valid	1 2018	450	100.00	100.00	100.00

**subcohort — Subcohort**

			Count	Percent	Valid %	Cum. %
Valid	2	B (fall)	450	100.00	100.00	100.00

**wave — Panel wave**

			Count	Percent	Valid %	Cum. %
Valid	0	Base survey	450	100.00	100.00	100.00

**gndr — Gender**

			Count	Percent	Valid %	Cum. %
Valid	1	Male	280	62.22	62.22	62.22
	2	Female	170	37.78	37.78	100.00
	Total		450	100.00	100.00	

**birthyr — Birth year**

			Count	Percent	Valid %	Cum. %
Valid	1971		1	0.22	0.22	0.22
	1975		4	0.89	0.89	1.11
	1977		3	0.67	0.67	1.78
	1978		3	0.67	0.67	2.44
	1979		4	0.89	0.89	3.33
	:		:	:	:	:
	1989		43	9.56	9.56	86.44
	1990		38	8.44	8.44	94.89
	1991		17	3.78	3.78	98.67
	1992		5	1.11	1.11	99.78
	1993		1	0.22	0.22	100.00
	Total		450	100.00	100.00	

### **nationality — Nationality**

			Count	Percent	Valid %	Cum. %
Valid	1	Switzerland	175	38.89	38.89	38.89
	2	Northern Europe	4	0.89	0.89	39.78
	3	Eastern Europe	9	2.00	2.00	41.78
	4	Central Europe	69	15.33	15.33	57.11
	5	Western Europe	44	9.78	9.78	66.89
	:		:	:	:	:
	11	Eastern Asia	22	4.89	4.89	92.22
	12	Northern and Central Asia	2	0.44	0.44	92.67
	13	Western Asia	10	2.22	2.22	94.89
	14	South Asia / Oceania / Antarctica	16	3.56	3.56	98.44
	15	Africa	7	1.56	1.56	100.00
	Total		450	100.00	100.00	

### **residence — Place of residence**

			Count	Percent	Valid %	Cum. %
Valid	1	Switzerland	328	72.89	72.89	72.89
	2	Northern Europe	7	1.56	1.56	74.44
	4	Central Europe	17	3.78	3.78	78.22
	5	Western Europe	37	8.22	8.22	86.44
	6	South-West Europe	1	0.22	0.22	86.67
	:		:	:	:	:
	9	Northern America	49	10.89	10.89	98.00
	10	Central and South-America	3	0.67	0.67	98.67
	11	Eastern Asia	2	0.44	0.44	99.11
	13	Western Asia	1	0.22	0.22	99.33
	14	South Asia / Oceania / Antarctica	3	0.67	0.67	100.00
	Total		450	100.00	100.00	

### **scheme — Funding scheme applied for**

			Count	Percent	Valid %	Cum. %
Valid	1	Early Postdoc.Mobility	308	68.44	68.44	68.44
	2	Postdoc.Mobility	142	31.56	31.56	100.00
	Total		450	100.00	100.00	

**discipline — Discipline of application**

			Count	Percent	Valid %	Cum. %
Valid	111	Religious studies, theology	3	0.67	0.67	0.67
	112	History	14	3.11	3.11	3.78
	113	Archaeology	2	0.44	0.44	4.22
	121	Philosophy	15	3.33	3.33	7.56
	122	Linguistics and literature	9	2.00	2.00	9.56
	:		:	:	:	:
	324	Environmental research, ecology	11	2.44	2.44	84.89
	331	Basic medical sciences and experimental medicine	44	9.78	9.78	94.67
	341	Clinical medicine	14	3.11	3.11	97.78
	351	Preventive Medicine	9	2.00	2.00	99.78
	361	Social medicine	1	0.22	0.22	100.00
Total			450	100.00	100.00	

**domain — Research domain of application**

			Count	Percent	Valid %	Cum. %
Valid	1	Humanities and social sciences	120	26.67	26.67	26.67
	2	Mathematics, natural- and engineering sciences	183	40.67	40.67	67.33
	3	Biology and medicine	147	32.67	32.67	100.00
	Total		450	100.00	100.00	

**institutionplace — Place of current research institution**

			Count	Percent	Valid %	Cum. %
Valid	1	Switzerland	317	70.44	74.07	74.07
	2	Northern Europe	6	1.33	1.40	75.47
	4	Central Europe	12	2.67	2.80	78.27
	5	Western Europe	29	6.44	6.78	85.05
	6	South-West Europe	1	0.22	0.23	85.28
	:		:	:	:	:
	10	Central and South-America	2	0.44	0.47	98.83
	11	Eastern Asia	1	0.22	0.23	99.07
	13	Western Asia	1	0.22	0.23	99.30
	14	South Asia / Oceania / Antarctica	2	0.44	0.47	99.77
	15	Africa	1	0.22	0.23	100.00
	Total		428	95.11	100.00	
Missing	.h	institution missing	22	4.89		
Total			450	100.00		

**institutionrank — Ranking of current research institution**

			Count	Percent	Valid %	Cum. %
Valid	1	1-5	14	3.11	3.98	3.98
	6	6-10	64	14.22	18.18	22.16
	11	11-15	6	1.33	1.70	23.86
	16	16-20	2	0.44	0.57	24.43
	21	21-40	62	13.78	17.61	42.05
	:		:	:	:	:
	351	351-400	1	0.22	0.28	94.32
	401	401-500	14	3.11	3.98	98.30
	501	501-600	2	0.44	0.57	98.86
	601	601-800	3	0.67	0.85	99.72
	801	801-1000	1	0.22	0.28	100.00
	Total		352	78.22	100.00	
Missing	.h	institution missing	22	4.89		
	.z	not found in ranking list 2018	76	16.89		
	Total		98	21.78		
Total			450	100.00		

### resubmission — Application is a resubmission

			Count	Percent	Valid %	Cum. %
Valid	0	No	381	84.67	84.67	84.67
	1	Yes	69	15.33	15.33	100.00
	Total		450	100.00	100.00	

### withdrawal — Application withdrawn

			Count	Percent	Valid %	Cum. %
Valid	1	No	442	98.22	98.22	98.22
	2	Yes, before receiving decision	8	1.78	1.78	100.00
	3	Yes, after receiving decision	0	0.00	0.00	100.00
	Total		450	100.00	100.00	

### commission — ID of responsible research commission

			Count	Percent	Valid %	Cum. %
Valid	1		9	2.00	2.92	2.92
	2		38	8.44	12.34	15.26
	3		58	12.89	18.83	34.09
	4		20	4.44	6.49	40.58
	5		7	1.56	2.27	42.86
	:		:	:	:	:
	9		47	10.44	15.26	71.43
	10		43	9.56	13.96	85.39
	11		23	5.11	7.47	92.86
	12		2	0.44	0.65	93.51
	13		20	4.44	6.49	100.00
	Total		308	68.44	100.00	
Missing	.z scheme != 1		142	31.56		
Total			450	100.00		



**commissionmeet — Commission meeting took place before last survey access**

			Count	Percent	Valid %	Cum. %
Valid	0	No	282	62.67	98.60	98.60
	1	Yes	4	0.89	1.40	100.00
	Total		286	63.56	100.00	
Missing	.b	No participation	32	7.11		
	.z	scheme != 1	132	29.33		
	Total		164	36.44		
Total			450	100.00		

**funding — Positive funding decision**

			Count	Percent	Valid %	Cum. %
Valid	0	No	204	45.33	46.15	46.15
	1	Yes	238	52.89	53.85	100.00
	Total		442	98.22	100.00	
Missing	.z	withdrawal = 2 or 3	8	1.78		
Total			450	100.00		

**grade — Grading of application**

			Count	Percent	Valid %	Cum. %
Valid	1		84	18.67	18.92	18.92
	1.25		27	6.00	6.08	25.00
	1.5		140	31.11	31.53	56.53
	1.625		4	0.89	0.90	57.43
	1.75		24	5.33	5.41	62.84
	:		:	:	:	:
	2.75		1	0.22	0.23	97.30
	3		10	2.22	2.25	99.55
	4		2	0.44	0.45	100.00
	5		0	0.00	0.00	100.00
	6		0	0.00	0.00	100.00
	Total		444	98.67	100.00	
Missing	.z	withdrawal = 2	6	1.33		
Total			450	100.00		

**decisiondate — Date of funding decision**

		Count	Percent	Valid %	Cum. %
Valid	2018-11-16	22	4.89	4.98	4.98
	2018-11-21	21	4.67	4.75	9.73
	2018-11-22	19	4.22	4.30	14.03
	2018-11-23	18	4.00	4.07	18.10
	2018-11-26	12	2.67	2.71	20.81
	:	:	:	:	:
	2018-12-10	14	3.11	3.17	47.29
	2018-12-11	14	3.11	3.17	50.45
	2018-12-12	2	0.44	0.45	50.90
	2018-12-13	141	31.33	31.90	82.81
	2018-12-17	76	16.89	17.19	100.00
	Total	442	98.22	100.00	
Missing	.z withdrawal = 2 or 3	8	1.78		
Total		450	100.00		

**grantduration — Duration of grant in months**

		Count	Percent	Valid %	Cum. %
Valid	12	9	2.00	3.78	3.78
	14	2	0.44	0.84	4.62
	18	193	42.89	81.09	85.71
	20	1	0.22	0.42	86.13
	24	33	7.33	13.87	100.00
	Total	238	52.89	100.00	
Missing	.y funding = 0	204	45.33		
	.z withdrawal = 2 or 3	8	1.78		
	Total	212	47.11		
Total		450	100.00		

**grant — Amount of grant (CHF): total**

		Count	Percent	Valid %	Cum. %
Valid	52000	2	0.44	0.84	0.84
	55000	1	0.22	0.42	1.26
	59000	2	0.44	0.84	2.10
	61000	1	0.22	0.42	2.52
	65000	1	0.22	0.42	2.94
	:	:	:	:	:
	170000	1	0.22	0.42	98.32
	171000	1	0.22	0.42	98.74
	186000	1	0.22	0.42	99.16
	196000	1	0.22	0.42	99.58
	203000	1	0.22	0.42	100.00
	Total	238	52.89	100.00	
Missing	.y funding = 0	204	45.33		
	.z withdrawal = 2 or 3	8	1.78		
	Total	212	47.11		
Total		450	100.00		

**grantscholarship — Amount of grant in CHF: scholarship (personal salary)**

		Count	Percent	Valid %	Cum. %
Valid	46000	1	0.22	0.42	0.42
	49000	2	0.44	0.84	1.26
	51000	1	0.22	0.42	1.68
	52000	1	0.22	0.42	2.10
	62000	1	0.22	0.42	2.52
	:	:	:	:	:
	124000	1	0.22	0.42	95.80
	129000	4	0.89	1.68	97.48
	133000	3	0.67	1.26	98.74
	137000	2	0.44	0.84	99.58
	141000	1	0.22	0.42	100.00
	Total	238	52.89	100.00	
Missing	.y funding = 0	204	45.33		
	.z withdrawal = 2 or 3	8	1.78		
	Total	212	47.11		
Total		450	100.00		

**grantresearchfunds — Amount of grant in CHF: research funds**

		Count	Percent	Valid %	Cum. %
Valid	1000	1	0.22	2.00	2.00
	2000	4	0.89	8.00	10.00
	3000	19	4.22	38.00	48.00
	4000	15	3.33	30.00	78.00
	5000	2	0.44	4.00	82.00
	6000	3	0.67	6.00	88.00
	7000	2	0.44	4.00	92.00
	8000	1	0.22	2.00	94.00
	9000	2	0.44	4.00	98.00
	10000	1	0.22	2.00	100.00
	Total	50	11.11	100.00	
Missing	.w no research funds	188	41.78		
	.y funding = 0	204	45.33		
	.z withdrawal = 2 or 3	8	1.78		
	Total	400	88.89		
Total		450	100.00		

**grantresearchcosts — Amount of grant in CHF: research costs**

		Count	Percent	Valid %	Cum. %
Valid	0	1	0.22	3.70	3.70
	1000	2	0.44	7.41	11.11
	2000	2	0.44	7.41	18.52
	3000	4	0.89	14.81	33.33
	4000	11	2.44	40.74	74.07
	5000	7	1.56	25.93	100.00
	Total	27	6.00	100.00	
Missing	.w no research costs	132	29.33		
	.x scheme = 2	79	17.56		
	.y funding = 0	204	45.33		
	.z withdrawal = 2 or 3	8	1.78		
	Total	423	94.00		
Total		450	100.00		

**grantcongress — Amount of grant in CHF: congress costs**

		Count	Percent	Valid %	Cum. %
Valid	1000	7	1.56	5.07	5.07
	2000	28	6.22	20.29	25.36
	3000	103	22.89	74.64	100.00
	Total	138	30.67	100.00	
Missing	.w no congress costs	21	4.67		
	.x scheme = 2	79	17.56		
	.y funding = 0	204	45.33		
	.z withdrawal = 2 or 3	8	1.78		
	Total	312	69.33		
Total		450	100.00		

**grantregistration — Amount of grant in CHF: registration fees**

		Count	Percent	Valid %	Cum. %
Valid	1000	1	0.22	12.50	12.50
	2000	2	0.44	25.00	37.50
	3000	2	0.44	25.00	62.50
	9000	1	0.22	12.50	75.00
	15000	1	0.22	12.50	87.50
	17000	1	0.22	12.50	100.00
	Total	8	1.78	100.00	
Missing	.x no registration fees	230	51.11		
	.y funding = 0	204	45.33		
	.z withdrawal = 2 or 3	8	1.78		
	Total	442	98.22		
Total		450	100.00		

**granttravel — Amount of grant in CHF: travel costs**

		Count	Percent	Valid %	Cum. %
Valid	0	46	10.22	22.33	22.33
	1000	77	17.11	37.38	59.71
	2000	52	11.56	25.24	84.95
	3000	6	1.33	2.91	87.86
	4000	16	3.56	7.77	95.63
	5000	5	1.11	2.43	98.06
	6000	1	0.22	0.49	98.54
	7000	1	0.22	0.49	99.03
	8000	1	0.22	0.49	99.51
	13000	1	0.22	0.49	100.00
	Total	206	45.78	100.00	
Missing	.x no travel costs	32	7.11		
	.y funding = 0	204	45.33		
	.z withdrawal = 2 or 3	8	1.78		
	Total	244	54.22		
Total		450	100.00		

**grantchild — Amount of grant in CHF: child benefits**

		Count	Percent	Valid %	Cum. %
Valid	8000	1	0.22	2.94	2.94
	9000	2	0.44	5.88	8.82
	12000	1	0.22	2.94	11.76
	14000	1	0.22	2.94	14.71
	18000	11	2.44	32.35	47.06
	:	:	:	:	:
	29000	1	0.22	2.94	58.82
	36000	9	2.00	26.47	85.29
	48000	3	0.67	8.82	94.12
	54000	1	0.22	2.94	97.06
	72000	1	0.22	2.94	100.00
	Total	34	7.56	100.00	
Missing	.x no child benefits	204	45.33		
	.y funding = 0	204	45.33		
	.z withdrawal = 2 or 3	8	1.78		
	Total	416	92.44		
Total		450	100.00		

**grantthird — Amount of grant in CHF: third-party funds**

		Count	Percent	Valid %	Cum. %
Valid	-13000	1	0.22	100.00	100.00
Missing	.x no third-party funds	237	52.67		
	.y funding = 0	204	45.33		
	.z withdrawal = 2 or 3	8	1.78		
	Total	449	99.78		
Total		450	100.00		

**status — Participation status**

			Count	Percent	Valid %	Cum. %
Valid	1	No participation	32	7.11	7.11	7.11
	2	Partially complete	10	2.22	2.22	9.33
	3	Complete	408	90.67	90.67	100.00
	Total		450	100.00	100.00	

**nopartreas — Reason for non-participation**

			Count	Percent	Valid %	Cum. %
Valid	2	Opened the survey but did not complete any items	1	0.22	3.13	3.13
	6	Unknown	31	6.89	96.88	100.00
	Total		32	7.11	100.00	
Missing	.z	status != 1	418	92.89		
Total			450	100.00		

**noinvitreas — Reason why not invited**

			Count	Percent	Valid %	Cum. %
Missing	.z	nopartreas != 5	450	100.00		

**remindernum — Number of reminder emails**

		Count	Percent	Valid %	Cum. %
Valid	0	154	34.22	34.22	34.22
	1	138	30.67	30.67	64.89
	2	75	16.67	16.67	81.56
	3	83	18.44	18.44	100.00
	Total	450	100.00	100.00	

**empl — Currently engaged in paid employment**

			Count	Percent	Valid %	Cum. %
Valid	0	No	78	17.33	18.66	18.66
	1	Yes	340	75.56	81.34	100.00
	Total		418	92.89	100.00	
Missing	.b	No participation	32	7.11		
Total			450	100.00		

**notemplstart — Non-employed since**

			Count	Percent	Valid %	Cum. %
Valid	2011-06		1	0.22	1.47	1.47
	2014-10		2	0.44	2.94	4.41
	2016-06		1	0.22	1.47	5.88
	2016-07		1	0.22	1.47	7.35
	2017-01		2	0.44	2.94	10.29
	⋮		⋮	⋮	⋮	⋮
	2018-06		6	1.33	8.82	50.00
	2018-07		5	1.11	7.35	57.35
	2018-08		3	0.67	4.41	61.76
	2018-09		17	3.78	25.00	86.76
	2018-10		9	2.00	13.24	100.00
	Total		68	15.11	100.00	
Missing	.b	No participation	32	7.11		
	.h	No answer	10	2.22		
	.z	empl != 0	340	75.56		
	Total		382	84.89		
Total			450	100.00		



### notemplreas — Why not employed

			Count	Percent	Valid %	Cum. %
Valid	1	(Further) education/training	8	1.78	10.53	10.53
	2	Family obligations (household, children, etc.)	3	0.67	3.95	14.47
	3	Travelling or language stay	2	0.44	2.63	17.11
	4	Health problems	2	0.44	2.63	19.74
	5	Transition between jobs	22	4.89	28.95	48.68
	6	Unemployment	34	7.56	44.74	93.42
	7	Other	5	1.11	6.58	100.00
	Total		76	16.89	100.00	
Missing	.b	No participation	32	7.11		
	.h	No answer	2	0.44		
	.z	empl != 0	340	75.56		
	Total		374	83.11		
Total			450	100.00		

### notemplreasoth — Why not employed: other

			Count	Percent	Valid %	Cum. %
Valid	Family obligations (two small children in a new country) and awaiting outcome grant application		1	0.22	20.00	20.00
	I'm employed but not paid (yes, terrible). It's a british thing called "completing research status".		1	0.22	20.00	40.00
	Moving to a different country and family obligations		1	0.22	20.00	60.00
	Scholarship		1	0.22	20.00	80.00
	start in November, so preparation period.		1	0.22	20.00	100.00
	Total		5	1.11	100.00	
Missing			445	98.89		
Total			450	100.00		

**jobnum — One or several jobs**

			Count	Percent	Valid %	Cum. %
Valid	1	One job	317	70.44	93.79	93.79
	2	Several jobs	21	4.67	6.21	100.00
	Total		338	75.11	100.00	
Missing	.b	No participation	32	7.11		
	.h	No answer	2	0.44		
	.z	empl = 0	78	17.33		
	Total		112	24.89		
Total			450	100.00		

**occup — Occupation (ISCO-08)**

			Count	Percent	Valid %	Cum. %
Valid	2100	Science and engineering professionals	9	2.00	2.69	2.69
	2110	Physical and earth science professionals	3	0.67	0.90	3.58
	2111	Physicists and astronomers	35	7.78	10.45	14.03
	2113	Chemists	32	7.11	9.55	23.58
	2114	Geologists and geophysicists	6	1.33	1.79	25.37
	:		:	:	:	:
	2643	Translators, interpreters and other linguists	5	1.11	1.49	98.81
	3110	Physical and engineering science technicians	1	0.22	0.30	99.10
	3141	Life science technicians (excluding medical)	1	0.22	0.30	99.40
	3422	Sports coaches, instructors and officials	1	0.22	0.30	99.70
	4120	Secretaries (general)	1	0.22	0.30	100.00
	Total		335	74.44	100.00	
Missing	.b	No participation	32	7.11		
	.h	No answer	5	1.11		
	.z	empl = 0	78	17.33		
	Total		115	25.56		
Total			450	100.00		

### profstatus — Current professional status

			Count	Percent	Valid %	Cum. %
Valid	1	Trainee	47	10.44	13.95	13.95
	2	Employee without leadership/managerial responsibilities	224	49.78	66.47	80.42
	3	Employee with leadership/managerial responsibilities	51	11.33	15.13	95.55
	4	Self-employed without employees	14	3.11	4.15	99.70
	5	Self-employed with employees	1	0.22	0.30	100.00
	Total		337	74.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	1	0.22		
	.h	No answer	2	0.44		
	.z	empl = 0	78	17.33		
	Total		113	25.11		
Total			450	100.00		

### emplnum — Number of employees

			Count	Percent	Valid %	Cum. %
Valid	2		1	0.22	100.00	100.00
Missing	.b	No participation	32	7.11		
	.g	Break-off	1	0.22		
	.y	profstatus != 5	338	75.11		
	.z	empl = 0	78	17.33		
	Total		449	99.78		
Total			450	100.00		

### supervis — Supervisory function

			Count	Percent	Valid %	Cum. %
Valid	0	No	20	4.44	39.22	39.22
	1	Yes	31	6.89	60.78	100.00
	Total		51	11.33	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	1	0.22		
	.y	profstatus != 3	288	64.00		
	.z	empl = 0	78	17.33		
	Total		399	88.67		
Total			450	100.00		

**supervisnum — Number of subordinates**

		Count	Percent	Valid %	Cum. %
Valid	1	10	2.22	33.33	33.33
	2	9	2.00	30.00	63.33
	3	5	1.11	16.67	80.00
	6	3	0.67	10.00	90.00
	7	1	0.22	3.33	93.33
	10	1	0.22	3.33	96.67
	50	1	0.22	3.33	100.00
	Total	30	6.67	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	1	0.22		
	.h No answer	1	0.22		
	.x supervis != 1	20	4.44		
	.y profstatus != 3	288	64.00		
	.z empl = 0	78	17.33		
	Total	420	93.33		
Total		450	100.00		

**budget — Budget responsibility**

			Count	Percent	Valid %	Cum. %
Valid	0	No	45	10.00	90.00	90.00
	1	Yes	5	1.11	10.00	100.00
	Total		50	11.11	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	1	0.22		
	.h	No answer	1	0.22		
	.y	profstatus != 3	288	64.00		
	.z	empl = 0	78	17.33		
	Total		400	88.89		
Total			450	100.00		

**budgetnum — Current annual budget in CHF**

		Count	Percent	Valid %	Cum. %
Valid	42000	1	0.22	25.00	25.00
	49100	1	0.22	25.00	50.00
	50000	1	0.22	25.00	75.00
	250000	1	0.22	25.00	100.00
	Total	4	0.89	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	1	0.22		
	.h No answer	1	0.22		
	.x budget != 1	46	10.22		
	.y profstatus != 3	288	64.00		
	.z empl = 0	78	17.33		
	Total	446	99.11		
Total		450	100.00		

**emplstart — Current (primary) job: start date**

		Count	Percent	Valid %	Cum. %
Valid	2004-09	1	0.22	0.30	0.30
	2009-05	1	0.22	0.30	0.60
	2011-03	1	0.22	0.30	0.90
	2012-09	1	0.22	0.30	1.19
	2013-01	1	0.22	0.30	1.49
	⋮	⋮	⋮	⋮	⋮
	2018-06	5	1.11	1.49	80.30
	2018-07	10	2.22	2.99	83.28
	2018-08	13	2.89	3.88	87.16
	2018-09	20	4.44	5.97	93.13
	2018-10	23	5.11	6.87	100.00
	Total	335	74.44	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	1	0.22		
	.h No answer	4	0.89		
	.z empl = 0	78	17.33		
	Total	115	25.56		
Total		450	100.00		

**emplplace — Place of employment**

			Count	Percent	Valid %	Cum. %
Valid	1	Switzerland	216	48.00	64.67	64.67
	2	Northern Europe	7	1.56	2.10	66.77
	4	Central Europe	14	3.11	4.19	70.96
	5	Western Europe	25	5.56	7.49	78.44
	6	South-West Europe	2	0.44	0.60	79.04
	:		:	:	:	:
	10	Central and South-America	2	0.44	0.60	98.20
	11	Eastern Asia	1	0.22	0.30	98.50
	13	Western Asia	1	0.22	0.30	98.80
	14	South Asia / Oceania / Antarctica	2	0.44	0.60	99.40
	15	Africa	2	0.44	0.60	100.00
	Total		334	74.22	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	2	0.44		
	.h	No answer	4	0.89		
	.z	empl = 0	78	17.33		
	Total		116	25.78		
Total			450	100.00		

**sector — Economic sector of current job**

			Count	Percent	Valid %	Cum. %
Valid	1	Public sector	283	62.89	88.16	88.16
	2	Private non-profit sector	34	7.56	10.59	98.75
	3	Private for-profit sector	4	0.89	1.25	100.00
	Total		321	71.33	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	2	0.44		
	.h	No answer	2	0.44		
	.y	profstatus = 4 or 5	15	3.33		
	.z	empl = 0	78	17.33		
	Total		129	28.67		
Total			450	100.00		

**contract — Permanent or fixed-term contract**

			Count	Percent	Valid %	Cum. %
Valid	1	Permanent contract	14	3.11	4.36	4.36
	2	Fixed-term contract	307	68.22	95.64	100.00
	Total		321	71.33	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	2	0.44		
	.h	No answer	2	0.44		
	.y	profstatus = 4 or 5	15	3.33		
	.z	empl = 0	78	17.33		
	Total		129	28.67		
Total			450	100.00		

**contractnum — Contract duration in months**

			Count	Percent	Valid %	Cum. %
Valid	2		5	1.11	1.66	1.66
	3		12	2.67	3.99	5.65
	3.5		1	0.22	0.33	5.98
	4		9	2.00	2.99	8.97
	5		5	1.11	1.66	10.63
	:		:	:	:	:
	51		1	0.22	0.33	96.35
	52		1	0.22	0.33	96.68
	54		1	0.22	0.33	97.01
	55		1	0.22	0.33	97.34
	60		8	1.78	2.66	100.00
	Total		301	66.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	2	0.44		
	.h	No answer	5	1.11		
	.i	Invalid data	1	0.22		
	.x	contract != 2	16	3.56		
	.y	profstatus = 4 or 5	15	3.33		
	.z	empl = 0	78	17.33		
	Total		149	33.11		
Total			450	100.00		

**workhreport — Must report working hours to employer**

			Count	Percent	Valid %	Cum. %
Valid	0	No	258	57.33	80.37	80.37
	1	Yes	63	14.00	19.63	100.00
	Total		321	71.33	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	2	0.44		
	.h	No answer	2	0.44		
	.y	profstatus = 4 or 5	15	3.33		
	.z	empl = 0	78	17.33		
	Total		129	28.67		
Total			450	100.00		

**overtime — Overtime compensation: yes, by taking time off**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	35	7.78	56.45	56.45
	1	Ticked	27	6.00	43.55	100.00
	Total		62	13.78	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	2	0.44		
	.h	No answer	1	0.22		
	.x	workhreport != 1	260	57.78		
	.y	profstatus = 4 or 5	15	3.33		
	.z	empl = 0	78	17.33		
Total			388	86.22		
Total			450	100.00		



**overtimepay — Overtime compensation: yes, by claiming extra pay**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	56	12.44	90.32	90.32
	1	Ticked	6	1.33	9.68	100.00
	Total		62	13.78	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	2	0.44		
	.h	No answer	1	0.22		
	.x	workhreport != 1	260	57.78		
	.y	profstatus = 4 or 5	15	3.33		
	.z	empl = 0	78	17.33		
	Total		388	86.22		
Total			450	100.00		

**overtimeno — Overtime compensation: no**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	28	6.22	45.16	45.16
	1	Ticked	34	7.56	54.84	100.00
	Total		62	13.78	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	2	0.44		
	.h	No answer	1	0.22		
	.x	workhreport != 1	260	57.78		
	.y	profstatus = 4 or 5	15	3.33		
	.z	empl = 0	78	17.33		
	Total		388	86.22		
Total			450	100.00		

**workperc — Contractual work-time percentage (total)**

		Count	Percent	Valid %	Cum. %
Valid	10	1	0.22	0.30	0.30
	15	1	0.22	0.30	0.60
	17	1	0.22	0.30	0.90
	20	2	0.44	0.60	1.49
	25	1	0.22	0.30	1.79
	:	:	:	:	:
	85	6	1.33	1.79	21.19
	90	4	0.89	1.19	22.39
	100	257	57.11	76.72	99.10
	110	2	0.44	0.60	99.70
	120	1	0.22	0.30	100.00
	Total	335	74.44	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	2	0.44		
	.h No answer	3	0.67		
	.z empl = 0	78	17.33		
	Total	115	25.56		
Total		450	100.00		

**workpercmain — Contractual work-time percentage (in primary job)**

		Count	Percent	Valid %	Cum. %
Valid	2	1	0.22	0.30	0.30
	5	1	0.22	0.30	0.60
	10	1	0.22	0.30	0.90
	20	3	0.67	0.90	1.79
	25	1	0.22	0.30	2.09
	:	:	:	:	:
	84.5	1	0.22	0.30	20.60
	85	7	1.56	2.09	22.69
	90	4	0.89	1.19	23.88
	100	254	56.44	75.82	99.70
	120	1	0.22	0.30	100.00
	Total	335	74.44	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	2	0.44		
	.h No answer	3	0.67		
	.z empl = 0	78	17.33		
	Total	115	25.56		
Total		450	100.00		

**workpercoth — Contractual work-time percentage in other job(s)**

		Count	Percent	Valid %	Cum. %
Valid	10	7	1.56	36.84	36.84
	15	3	0.67	15.79	52.63
	20	5	1.11	26.32	78.95
	25	3	0.67	15.79	94.74
	30	1	0.22	5.26	100.00
	Total	19	4.22	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	2	0.44		
	.h No answer	2	0.44		
	.y jobnum != 2	317	70.44		
	.z empl = 0	78	17.33		
	Total	431	95.78		
Total		450	100.00		

**workh — Typical weekly working hours (total)**

		Count	Percent	Valid %	Cum. %
Valid	4	2	0.44	0.60	0.60
	5	1	0.22	0.30	0.90
	8	1	0.22	0.30	1.20
	9	3	0.67	0.90	2.10
	10	1	0.22	0.30	2.40
	:	:	:	:	:
	70	9	2.00	2.69	97.01
	75	4	0.89	1.20	98.20
	80	4	0.89	1.20	99.40
	90	1	0.22	0.30	99.70
	95	1	0.22	0.30	100.00
	Total	334	74.22	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	2	0.44		
	.h No answer	3	0.67		
	.i Invalid data	1	0.22		
	.z empl = 0	78	17.33		
	Total	116	25.78		
Total		450	100.00		

**workhmain — Typical weekly working hours (in primary job)**

		Count	Percent	Valid %	Cum. %
Valid	2	1	0.22	0.30	0.30
	4	1	0.22	0.30	0.60
	5	1	0.22	0.30	0.90
	8	1	0.22	0.30	1.20
	9	3	0.67	0.90	2.10
	:	:	:	:	:
	70	9	2.00	2.69	97.01
	75	4	0.89	1.20	98.20
	80	4	0.89	1.20	99.40
	90	1	0.22	0.30	99.70
	95	1	0.22	0.30	100.00
	Total	334	74.22	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	2	0.44		
	.h No answer	2	0.44		
	.i Invalid data	2	0.44		
	.z empl = 0	78	17.33		
	Total	116	25.78		
Total		450	100.00		

**workhoth — Typical weekly working hours in other job(s)**

		Count	Percent	Valid %	Cum. %
Valid	2	1	0.22	5.00	5.00
	3	1	0.22	5.00	10.00
	4	3	0.67	15.00	25.00
	5	3	0.67	15.00	40.00
	8	1	0.22	5.00	45.00
	10	5	1.11	25.00	70.00
	14	1	0.22	5.00	75.00
	15	1	0.22	5.00	80.00
	16	1	0.22	5.00	85.00
	20	3	0.67	15.00	100.00
	Total	20	4.44	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	2	0.44		
	.h No answer	1	0.22		
	.y jobnum != 2	317	70.44		
	.z empl = 0	78	17.33		
	Total	430	95.56		
Total		450	100.00		

**inc — Annual gross earnings and extra income in CHF (total)**

		Count	Percent	Valid %	Cum. %
Valid	5000	1	0.22	0.31	0.31
	9907	1	0.22	0.31	0.63
	11500	1	0.22	0.31	0.94
	12000	2	0.44	0.63	1.57
	15000	1	0.22	0.31	1.89
	:	:	:	:	:
	110000	4	0.89	1.26	98.11
	114000	1	0.22	0.31	98.43
	120000	3	0.67	0.94	99.37
	130000	1	0.22	0.31	99.69
	133000	1	0.22	0.31	100.00
	Total	318	70.67	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	2	0.44		
	.h No answer	20	4.44		
	.z empl = 0	78	17.33		
	Total	132	29.33		
Total		450	100.00		

**incmain — Annual gross earnings (in primary job) in CHF**

		Count	Percent	Valid %	Cum. %
Valid	1400	1	0.22	0.31	0.31
	2000	1	0.22	0.31	0.63
	6192	1	0.22	0.31	0.94
	11500	1	0.22	0.31	1.26
	12000	2	0.44	0.63	1.89
	:	:	:	:	:
	107640	1	0.22	0.31	97.17
	110000	4	0.89	1.26	98.43
	114000	1	0.22	0.31	98.74
	120000	3	0.67	0.94	99.69
	130000	1	0.22	0.31	100.00
	Total	318	70.67	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	2	0.44		
	.h No answer	19	4.22		
	.i Invalid data	1	0.22		
	.z empl = 0	78	17.33		
	Total	132	29.33		
Total		450	100.00		

**incoth — Annual gross earnings in other job(s) in CHF**

		Count	Percent	Valid %	Cum. %
Valid	3000	1	0.22	5.88	5.88
	3715	1	0.22	5.88	11.76
	5000	2	0.44	11.76	23.53
	6000	1	0.22	5.88	29.41
	6400	1	0.22	5.88	35.29
	:	:	:	:	:
	12000	1	0.22	5.88	70.59
	14000	2	0.44	11.76	82.35
	15000	1	0.22	5.88	88.24
	18000	1	0.22	5.88	94.12
	29000	1	0.22	5.88	100.00
	Total	17	3.78	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	2	0.44		
	.h No answer	4	0.89		
	.y jobnum != 2	317	70.44		
	.z empl = 0	78	17.33		
	Total	433	96.22		
Total		450	100.00		



**incextra — Annual extra income in CHF**

		Count	Percent	Valid %	Cum. %
Valid	0	49	10.89	62.82	62.82
	200	2	0.44	2.56	65.38
	500	2	0.44	2.56	67.95
	900	1	0.22	1.28	69.23
	1000	4	0.89	5.13	74.36
	:	:	:	:	:
	6273	1	0.22	1.28	94.87
	7500	1	0.22	1.28	96.15
	10000	1	0.22	1.28	97.44
	30000	1	0.22	1.28	98.72
	50040	1	0.22	1.28	100.00
	Total	78	17.33	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	2	0.44		
	.h No answer	260	57.78		
	.z empl = 0	78	17.33		
	Total	372	82.67		
Total		450	100.00		

**research — Academic research in current job**

			Count	Percent	Valid %	Cum. %
Valid	1	Yes	316	70.22	94.61	94.61
	2	Yes, but only in my primary job	8	1.78	2.40	97.01
	3	Yes, but only in my other job(s)	2	0.44	0.60	97.60
	4	No	8	1.78	2.40	100.00
	Total		334	74.22	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	4	0.89		
	.h	No answer	2	0.44		
	.z	empl = 0	78	17.33		
	Total		116	25.78		
Total			450	100.00		

**activityres — Share of research in current academic job(s)**

		Count	Percent	Valid %	Cum. %
Valid	0	1	0.22	0.31	0.31
	5	3	0.67	0.93	1.25
	9	1	0.22	0.31	1.56
	10	3	0.67	0.93	2.49
	15	2	0.44	0.62	3.12
	:	:	:	:	:
	90	53	11.78	16.51	74.14
	94	1	0.22	0.31	74.45
	95	18	4.00	5.61	80.06
	99	2	0.44	0.62	80.69
	100	62	13.78	19.31	100.00
	Total	321	71.33	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	4	0.89		
	.h No answer	7	1.56		
	.y research = 4	8	1.78		
	.z empl = 0	78	17.33		
	Total	129	28.67		
Total		450	100.00		

**activityteach — Share of teaching in current academic job(s)**

		Count	Percent	Valid %	Cum. %
Valid	0	107	23.78	33.33	33.33
	.5	1	0.22	0.31	33.64
	1	2	0.44	0.62	34.27
	2	1	0.22	0.31	34.58
	4	1	0.22	0.31	34.89
	:	:	:	:	:
	45	1	0.22	0.31	97.51
	50	4	0.89	1.25	98.75
	60	2	0.44	0.62	99.38
	70	1	0.22	0.31	99.69
	100	1	0.22	0.31	100.00
	Total	321	71.33	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	4	0.89		
	.h No answer	7	1.56		
	.y research = 4	8	1.78		
	.z empl = 0	78	17.33		
	Total	129	28.67		
Total		450	100.00		

**activityadmin — Share of administrative duties in current academic job(s)**

		Count	Percent	Valid %	Cum. %
Valid	0	156	34.67	48.60	48.60
	.5	1	0.22	0.31	48.91
	1	4	0.89	1.25	50.16
	2	4	0.89	1.25	51.40
	3	2	0.44	0.62	52.02
	:	:	:	:	:
	25	4	0.89	1.25	97.82
	30	3	0.67	0.93	98.75
	35	1	0.22	0.31	99.07
	40	2	0.44	0.62	99.69
	80	1	0.22	0.31	100.00
	Total	321	71.33	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	4	0.89		
	.h No answer	7	1.56		
	.y research = 4	8	1.78		
	.z empl = 0	78	17.33		
	Total	129	28.67		
Total		450	100.00		

**activityclin — Share of clinical activities in current academic job(s)**

		Count	Percent	Valid %	Cum. %
Valid	0	306	68.00	95.33	95.33
	3	1	0.22	0.31	95.64
	5	1	0.22	0.31	95.95
	10	1	0.22	0.31	96.26
	35	1	0.22	0.31	96.57
	:	:	:	:	:
	69	1	0.22	0.31	97.82
	70	2	0.44	0.62	98.44
	74	1	0.22	0.31	98.75
	80	3	0.67	0.93	99.69
	95	1	0.22	0.31	100.00
	Total	321	71.33	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	4	0.89		
	.h No answer	7	1.56		
	.y research = 4	8	1.78		
	.z empl = 0	78	17.33		
	Total	129	28.67		
Total		450	100.00		

**activityoth — Share of other activities in current academic job(s)**

		Count	Percent	Valid %	Cum. %
Valid	0	262	58.22	81.62	81.62
	1	1	0.22	0.31	81.93
	2	2	0.44	0.62	82.55
	3	2	0.44	0.62	83.18
	5	17	3.78	5.30	88.47
	:	:	:	:	:
	25	1	0.22	0.31	98.13
	30	3	0.67	0.93	99.07
	45	1	0.22	0.31	99.38
	50	1	0.22	0.31	99.69
	80	1	0.22	0.31	100.00
	Total	321	71.33	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	4	0.89		
	.h No answer	7	1.56		
	.y research = 4	8	1.78		
	.z empl = 0	78	17.33		
	Total	129	28.67		
Total		450	100.00		

**instit — Type of research institution**

			Count	Percent	Valid %	Cum. %
Valid	1	University or (university) hospital	188	41.78	57.67	57.67
	2	ETHZ, EPFL	72	16.00	22.09	79.75
	3	ETH research institute (PSI, WSL, Empa, Eawag)	10	2.22	3.07	82.82
	4	Other higher education institution (e.g. university of applied sciences/university of teacher education)	11	2.44	3.37	86.20
	5	Other public research institute/organization	24	5.33	7.36	93.56
	6	Private research institute/organization	15	3.33	4.60	98.16
	7	Research division in a corporation or NGO	4	0.89	1.23	99.39
	8	Other	2	0.44	0.61	100.00
	Total		326	72.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	6	1.33		
	.y	research = 4	8	1.78		
	.z	empl = 0	78	17.33		
	Total		124	27.56		
Total			450	100.00		

**institoth — Type of research institution: other**

		Count	Percent	Valid %	Cum. %
Valid	My own research	1	0.22	50.00	50.00
	Research Group	1	0.22	50.00	100.00
	Total	2	0.44	100.00	
Missing		448	99.56		
Total		450	100.00		

**position — Position in research institution**

			Count	Percent	Valid %	Cum. %
Valid	1	Doctoral student / PhD	105	23.33	32.21	32.21
	2	Junior researcher / Postdoc	187	41.56	57.36	89.57
	3	Senior researcher	5	1.11	1.53	91.10
	4	Research associate / Scientific collaborator	11	2.44	3.37	94.48
	5	Lecturer / Reader	8	1.78	2.45	96.93
	6	Medical resident / Assistant doctor	6	1.33	1.84	98.77
	8	Assistant professor without tenure track or similar	0	0.00	0.00	98.77
	9	Assistant professor with tenure track or similar	0	0.00	0.00	98.77
	10	Associate professor or similar	0	0.00	0.00	98.77
	11	Full professor or similar	0	0.00	0.00	98.77
	12	Other	4	0.89	1.23	100.00
	Total		326	72.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	6	1.33		
	.y	research = 4	8	1.78		
	.z	empl = 0	78	17.33		
	Total		124	27.56		
Total			450	100.00		

**positionoth — Position in research institution: other**

		Count	Percent	Valid %	Cum. %
Valid	Chief Medical Resident	1	0.22	25.00	25.00
	Oberarzt	2	0.44	50.00	75.00
	R & D Engineer	1	0.22	25.00	100.00
	Total	4	0.89	100.00	
Missing		446	99.11		
Total		450	100.00		



**rvisithome — Research visits: yes, in the same country**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	312	69.33	96.59	96.59
	1	Ticked	11	2.44	3.41	100.00
	Total		323	71.78	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	6	1.33		
	.h	No answer	3	0.67		
	.y	research = 4	8	1.78		
	.z	empl = 0	78	17.33		
	Total		127	28.22		
Total			450	100.00		

**rvisithomenum — Research visits in same country: months**

			Count	Percent	Valid %	Cum. %
Valid	1		1	0.22	14.29	14.29
	2		3	0.67	42.86	57.14
	3		1	0.22	14.29	71.43
	6		1	0.22	14.29	85.71
	24		1	0.22	14.29	100.00
	Total		7	1.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	6	1.33		
	.h	No answer	3	0.67		
	.i	Invalid data	1	0.22		
	.x	rvisithome != 1	315	70.00		
	.y	research = 4	8	1.78		
	.z	empl = 0	78	17.33		
	Total		443	98.44		
Total			450	100.00		

**rvisitabroad — Research visits: yes, in another country**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	254	56.44	78.64	78.64
	1	Ticked	69	15.33	21.36	100.00
	Total		323	71.78	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	6	1.33		
	.h	No answer	3	0.67		
	.y	research = 4	8	1.78		
	.z	empl = 0	78	17.33		
	Total		127	28.22		
Total			450	100.00		

**rvisitabroadnum — Research visits in other country: months**

			Count	Percent	Valid %	Cum. %
Valid	1		15	3.33	22.06	22.06
	1.5		1	0.22	1.47	23.53
	2		9	2.00	13.24	36.76
	2.5		1	0.22	1.47	38.24
	3		10	2.22	14.71	52.94
	:		:	:	:	:
	14		1	0.22	1.47	91.18
	16		1	0.22	1.47	92.65
	18		3	0.67	4.41	97.06
	24		1	0.22	1.47	98.53
	30		1	0.22	1.47	100.00
	Total		68	15.11	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	6	1.33		
	.i	Invalid data	1	0.22		
	.x	rvisitabroad != 1	257	57.11		
	.y	research = 4	8	1.78		
	.z	empl = 0	78	17.33		
	Total		382	84.89		
Total			450	100.00		

**rvisitno — Research visits: no**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	77	17.11	23.84	23.84
	1	Ticked	246	54.67	76.16	100.00
	Total		323	71.78	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	6	1.33		
	.h	No answer	3	0.67		
	.y	research = 4	8	1.78		
	.z	empl = 0	78	17.33		
	Total		127	28.22		
Total			450	100.00		

**phdstart — Start date of PhD**

			Count	Percent	Valid %	Cum. %
Valid	2004-12		1	0.22	0.25	0.25
	2006-11		1	0.22	0.25	0.50
	2008-03		1	0.22	0.25	0.75
	2008-04		1	0.22	0.25	1.00
	2008-09		1	0.22	0.25	1.25
	⋮		⋮	⋮	⋮	⋮
	2016-03		1	0.22	0.25	98.75
	2016-09		2	0.44	0.50	99.25
	2018-03		1	0.22	0.25	99.50
	2018-07		1	0.22	0.25	99.75
	2018-10		1	0.22	0.25	100.00
	Total		401	89.11	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	2	0.44		
	.i	Invalid data	3	0.67		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		49	10.89		
Total			450	100.00		

### phdend — End date of PhD

		Count	Percent	Valid %	Cum. %
Valid	2010-12	1	0.22	0.34	0.34
	2013-04	1	0.22	0.34	0.68
	2013-05	1	0.22	0.34	1.03
	2013-06	1	0.22	0.34	1.37
	2013-07	1	0.22	0.34	1.71
	:	:	:	:	:
	2018-06	15	3.33	5.14	80.82
	2018-07	14	3.11	4.79	85.62
	2018-08	12	2.67	4.11	89.73
	2018-09	19	4.22	6.51	96.23
	2018-10	11	2.44	3.77	100.00
	Total	292	64.89	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	7	1.56		
	.h No answer	3	0.67		
	.i Invalid data	3	0.67		
	.y I haven't finished my doctorate/PhD yet	108	24.00		
	.z I did not do a doctorate/PhD	5	1.11		
	Total	158	35.11		
Total		450	100.00		

### phdplace — Country in which PhD was awarded

			Count	Percent	Valid %	Cum. %
Valid	1	Switzerland	254	56.44	86.10	86.10
	2	Northern Europe	2	0.44	0.68	86.78
	4	Central Europe	9	2.00	3.05	89.83
	5	Western Europe	17	3.78	5.76	95.59
	6	South-West Europe	4	0.89	1.36	96.95
	9	Northern America	5	1.11	1.69	98.64
	10	Central and South-America	1	0.22	0.34	98.98
	14	South Asia / Oceania / Antarctica	3	0.67	1.02	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

### phddiscipline — Discipline of PhD

			Count	Percent	Valid %	Cum. %
Valid	10101	Philosophy	11	2.44	3.73	3.73
	10102	Religious studies, theology	1	0.22	0.34	4.07
	10104	Educational science and pedagogy	1	0.22	0.34	4.41
	10105	Psychology	4	0.89	1.36	5.76
	10201	Sociology	5	1.11	1.69	7.46
	:	:	:	:	:	:
	200501	Bioengineering	1	0.22	0.34	95.25
	200502	Environmental engineering	1	0.22	0.34	95.59
	300101	Chemical biology	2	0.44	0.68	96.27
	300102	Evolutionary biology	7	1.56	2.37	98.64
	300103	Computational biology	4	0.89	1.36	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

### phddomain — Research domain of PhD

			Count	Percent	Valid %	Cum. %
Valid	1	Humanities and social sciences	77	17.11	26.10	26.10
	2	Mathematics, natural- and engineering sciences	101	22.44	34.24	60.34
	3	Biology and medicine	117	26.00	39.66	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

### phdunirank — World rank of university from which PhD was received

			Count	Percent	Valid %	Cum. %
Valid	1	1-5	3	0.67	1.09	1.09
	6	6-10	51	11.33	18.48	19.57
	21	21-40	46	10.22	16.67	36.23
	41	41-60	2	0.44	0.72	36.96
	81	81-100	26	5.78	9.42	46.38
	:		:	:	:	:
	301	301-350	1	0.22	0.36	93.48
	351	351-400	1	0.22	0.36	93.84
	401	401-500	13	2.89	4.71	98.55
	501	501-600	3	0.67	1.09	99.64
	601	601-800	1	0.22	0.36	100.00
	Total		276	61.33	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	13	2.89		
	.w	not found in ranking list 2018	9	2.00		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		174	38.67		
Total			450	100.00		

### phdformat — Format of dissertation

			Count	Percent	Valid %	Cum. %
Valid	1	Book or monograph	146	32.44	49.66	49.66
	2	Individual articles/papers (cumulative dissertation)	142	31.56	48.30	97.96
	3	Other	6	1.33	2.04	100.00
	Total		294	65.33	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	4	0.89		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		156	34.67		
Total			450	100.00		

**phdformatnum — Format of dissertation: number of papers**

		Count	Percent	Valid %	Cum. %
Valid	1	6	1.33	4.32	4.32
	2	11	2.44	7.91	12.23
	3	48	10.67	34.53	46.76
	4	27	6.00	19.42	66.19
	5	22	4.89	15.83	82.01
	6	13	2.89	9.35	91.37
	7	6	1.33	4.32	95.68
	8	2	0.44	1.44	97.12
	10	2	0.44	1.44	98.56
	11	1	0.22	0.72	99.28
	15	1	0.22	0.72	100.00
	Total	139	30.89	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	7	1.56		
	.h No answer	3	0.67		
	.x phdformat != 2	156	34.67		
	.y I haven't finished my doctorate/PhD yet	108	24.00		
	.z I did not do a doctorate/PhD	5	1.11		
	Total	311	69.11		
Total		450	100.00		

**phdformatoth — Format of dissertation: other**

		Count	Percent	Valid %	Cum. %
Valid	Combination of both	1	0.22	16.67	16.67
	One paper + extra results	1	0.22	16.67	33.33
	PhD Thesis including published and unpublished work	1	0.22	16.67	50.00
	Thesis	2	0.44	33.33	83.33
	dissertation	1	0.22	16.67	100.00
	Total	6	1.33	100.00	
Missing		444	98.67		
Total		450	100.00		

**phdgrade — PhD grade**

			Count	Percent	Valid %	Cum. %
Valid	1	Passed (if no particular grading)	157	34.89	54.33	54.33
	2	Summa cum laude, excellent, 6 (Switzerland), <1 (Germany), or equivalent	77	17.11	26.64	80.97
	3	Insigni cum laude, very good, 5.5 (Switzerland), or equivalent	33	7.33	11.42	92.39
	4	Magna cum laude, good, 5 (Switzerland), 1 (Germany), or equivalent	21	4.67	7.27	99.65
	5	Cum laude, satisfactory, 4.5 (Switzerland), 2 (Germany), or equivalent	1	0.22	0.35	100.00
	Total		289	64.22	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	9	2.00		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		161	35.78		
Total			450	100.00		

**phdprize — Received prize for dissertation**

			Count	Percent	Valid %	Cum. %
Valid	0	No	225	50.00	79.23	79.23
	1	Yes	59	13.11	20.77	100.00
	Total		284	63.11	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	14	3.11		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		166	36.89		
Total			450	100.00		



**phdincgrant — Income during PhD: individual grant**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	205	45.56	69.49	69.49
	1	Ticked	90	20.00	30.51	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

**phdincproj — Income during PhD: employment within project**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	120	26.67	40.68	40.68
	1	Ticked	175	38.89	59.32	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

**phdincassist — Income during PhD: position as assistant or similar**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	181	40.22	61.36	61.36
	1	Ticked	114	25.33	38.64	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

**phdincmed — Income during PhD: employment as medical resident**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	289	64.22	97.97	97.97
	1	Ticked	6	1.33	2.03	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

**phdincemplrdoc — Income during PhD: external employment related to PhD**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	284	63.11	96.27	96.27
	1	Ticked	11	2.44	3.73	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

**phdincemplnrdoc — Income during PhD: external employment unrelated to PhD**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	287	63.78	97.29	97.29
	1	Ticked	8	1.78	2.71	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

**phdincloan — Income during PhD: loan**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	289	64.22	97.97	97.97
	1	Ticked	6	1.33	2.03	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

**phdincloth — Income during PhD: other**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	292	64.89	98.98	98.98
	1	Ticked	3	0.67	1.02	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

**phdinclothspec — Income during PhD: other**

			Count	Percent	Valid %	Cum. %
Valid	Financial support from my wife		1	0.22	50.00	50.00
	None		1	0.22	50.00	100.00
	Total		2	0.44	100.00	
Missing			448	99.56		
Total			450	100.00		

**phdvisithome — Research visits during PhD: yes, in same country**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	292	64.89	98.32	98.32
	1	Ticked	5	1.11	1.68	100.00
	Total		297	66.00	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		153	34.00		
Total			450	100.00		

**phdvisitabroad — Research visits during PhD: yes, in another country**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	225	50.00	75.76	75.76
	1	Ticked	72	16.00	24.24	100.00
	Total		297	66.00	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		153	34.00		
Total			450	100.00		

**phdvisitno — Research visits during PhD: no**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	77	17.11	25.93	25.93
	1	Ticked	220	48.89	74.07	100.00
	Total		297	66.00	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		153	34.00		
Total			450	100.00		

### histempl — Employment between PhD and current situation

			Count	Percent	Valid %	Cum. %
Valid	1	Mostly jobs involving academic research	100	22.22	58.82	58.82
	2	Mostly jobs not involving academic research	6	1.33	3.53	62.35
	3	Both about equally	10	2.22	5.88	68.24
	4	None, current job started right after doctorate/PhD	27	6.00	15.88	84.12
	5	None, I have not been engaged in paid employment in this period	27	6.00	15.88	100.00
	Total		170	37.78	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		280	62.22		
Total			450	100.00		

### histemplphd — Job(s) in same institution as PhD

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	34	7.56	29.82	29.82
	1	Ticked	80	17.78	70.18	100.00
	Total		114	25.33	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	2	0.44		
	.w	histempl != 1, 2 or 3	57	12.67		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		336	74.67		
Total			450	100.00		

### histemplphdnum — Job(s) in same institution as PhD: months

		Count	Percent	Valid %	Cum. %
Valid	1	2	0.44	2.60	2.60
	2	8	1.78	10.39	12.99
	2.7	1	0.22	1.30	14.29
	3	10	2.22	12.99	27.27
	3.5	1	0.22	1.30	28.57
	:	:	:	:	:
	11	3	0.67	3.90	88.31
	12	4	0.89	5.19	93.51
	15	1	0.22	1.30	94.81
	17	1	0.22	1.30	96.10
	24	3	0.67	3.90	100.00
	Total	77	17.11	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	7	1.56		
	.h No answer	3	0.67		
	.v histemplphd != 1	36	8.00		
	.w histempl != 1, 2 or 3	57	12.67		
	.x < 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y I haven't finished my doctorate/PhD yet	108	24.00		
	.z I did not do a doctorate/PhD	5	1.11		
	Total	373	82.89		
Total		450	100.00		

### histemplhome — Job(s) in same country as PhD

		Count	Percent	Valid %	Cum. %
Valid	0 Not ticked	92	20.44	80.70	80.70
	1 Ticked	22	4.89	19.30	100.00
	Total	114	25.33	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	7	1.56		
	.h No answer	2	0.44		
	.w histempl != 1, 2 or 3	57	12.67		
	.x < 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y I haven't finished my doctorate/PhD yet	108	24.00		
	.z I did not do a doctorate/PhD	5	1.11		
	Total	336	74.67		
Total		450	100.00		

### histemplhomenum — Job(s) in same country as PhD: months

		Count	Percent	Valid %	Cum. %
Valid	1.5	1	0.22	4.55	4.55
	3	1	0.22	4.55	9.09
	4	2	0.44	9.09	18.18
	6	4	0.89	18.18	36.36
	9	1	0.22	4.55	40.91
	:	:	:	:	:
	28	1	0.22	4.55	77.27
	34	1	0.22	4.55	81.82
	36	1	0.22	4.55	86.36
	50	1	0.22	4.55	90.91
	60	2	0.44	9.09	100.00
	Total	22	4.89	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	7	1.56		
	.v histemplhome != 1	94	20.89		
	.w histempl != 1, 2 or 3	57	12.67		
	.x < 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y I haven't finished my doctorate/PhD yet	108	24.00		
	.z I did not do a doctorate/PhD	5	1.11		
	Total	428	95.11		
Total		450	100.00		

### histemplabroad — Job(s) in another country than PhD

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	83	18.44	72.81	72.81
	1	Ticked	31	6.89	27.19	100.00
	Total		114	25.33	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	2	0.44		
	.w	histempl != 1, 2 or 3	57	12.67		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		336	74.67		
Total			450	100.00		

### histemplabroadnum — Job(s) in another country than PhD: months

		Count	Percent	Valid %	Cum. %
Valid	1	3	0.67	9.68	9.68
	2	1	0.22	3.23	12.90
	3	2	0.44	6.45	19.35
	4	2	0.44	6.45	25.81
	6	3	0.67	9.68	35.48
	:	:	:	:	:
	21	1	0.22	3.23	77.42
	23	1	0.22	3.23	80.65
	24	4	0.89	12.90	93.55
	28	1	0.22	3.23	96.77
	36	1	0.22	3.23	100.00
	Total	31	6.89	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	7	1.56		
	.v histemplabroad != 1	85	18.89		
	.w histempl != 1, 2 or 3	57	12.67		
	.x < 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y I haven't finished my doctorate/PhD yet	108	24.00		
	.z I did not do a doctorate/PhD	5	1.11		
	Total	419	93.11		
Total		450	100.00		



### histcontract — Fixed-term or permanent contract(s)

			Count	Percent	Valid %	Cum. %
Valid	1	Mainly fixed-term	102	22.67	87.93	87.93
	2	Mainly permanent	6	1.33	5.17	93.10
	3	Both about equally	2	0.44	1.72	94.83
	4	Not applicable, did not have an employment contract	6	1.33	5.17	100.00
	Total		116	25.78	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.w	histempl != 1, 2 or 3	57	12.67		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		334	74.22		
Total			450	100.00		

### histemplrate — Working full-time or part-time

			Count	Percent	Valid %	Cum. %
Valid	1	Mainly full-time (full-time = 90 percent or more)	93	20.67	80.87	80.87
	2	Mainly part-time	21	4.67	18.26	99.13
	3	Both about equally	1	0.22	0.87	100.00
	Total		115	25.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.w	histempl != 1, 2 or 3	57	12.67		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		335	74.44		
Total			450	100.00		

### histnotempl — Non-employment between PhD and current situation

			Count	Percent	Valid %	Cum. %
Valid	0	No	57	12.67	49.57	49.57
	1	Yes	58	12.89	50.43	100.00
	Total		115	25.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.w	histempl != 1, 2 or 3	57	12.67		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		335	74.44		
Total			450	100.00		

### histnotemplnum — Non-employment between PhD and current situation: months

			Count	Percent	Valid %	Cum. %
Valid	1		10	2.22	17.24	17.24
	2		14	3.11	24.14	41.38
	3		10	2.22	17.24	58.62
	4		6	1.33	10.34	68.97
	5		3	0.67	5.17	74.14
	6		6	1.33	10.34	84.48
	7		5	1.11	8.62	93.10
	9		2	0.44	3.45	96.55
	13		1	0.22	1.72	98.28
	19		1	0.22	1.72	100.00
	Total		58	12.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.v	histnotempl != 1	58	12.89		
	.w	histempl != 1, 2 or 3	57	12.67		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		392	87.11		
Total			450	100.00		

### histnotempledu — Why not employed: education

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	77	17.11	91.67	91.67
	1	Ticked	7	1.56	8.33	100.00
	Total		84	18.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.v	histnotempl != 1	61	13.56		
	.w	histempl = 4	27	6.00		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		366	81.33		
Total			450	100.00		

### histnotemplfam — Why not employed: family obligations

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	72	16.00	85.71	85.71
	1	Ticked	12	2.67	14.29	100.00
	Total		84	18.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.v	histnotempl != 1	61	13.56		
	.w	histempl = 4	27	6.00		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		366	81.33		
Total			450	100.00		

### histnotempltrav — Why not employed: travelling/language stay

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	68	15.11	80.95	80.95
	1	Ticked	16	3.56	19.05	100.00
	Total		84	18.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.v	histnotempl != 1	61	13.56		
	.w	histempl = 4	27	6.00		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		366	81.33		
Total			450	100.00		

### histnotemplhealth — Why not employed: health problems

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	81	18.00	96.43	96.43
	1	Ticked	3	0.67	3.57	100.00
	Total		84	18.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.v	histnotempl != 1	61	13.56		
	.w	histempl = 4	27	6.00		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		366	81.33		
Total			450	100.00		

### histnotempljobs — Why not employed: transition between jobs

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	33	7.33	39.29	39.29
	1	Ticked	51	11.33	60.71	100.00
	Total		84	18.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.v	histnotempl != 1	61	13.56		
	.w	histempl = 4	27	6.00		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		366	81.33		
Total			450	100.00		

### histnotemplunempl — Why not employed: unemployment

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	63	14.00	75.00	75.00
	1	Ticked	21	4.67	25.00	100.00
	Total		84	18.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.v	histnotempl != 1	61	13.56		
	.w	histempl = 4	27	6.00		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		366	81.33		
Total			450	100.00		

### histnotemploth — Why not employed: other

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	77	17.11	91.67	91.67
	1	Ticked	7	1.56	8.33	100.00
	Total		84	18.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.v	histnotempl != 1	61	13.56		
	.w	histempl = 4	27	6.00		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		366	81.33		
Total			450	100.00		

### histnotemplthspec — Why not employed: other

		Count	Percent	Valid %	Cum. %
Valid	I got married during that time. So, I delayed my appointment of next job by 2 months.	1	0.22	20.00	20.00
	I was employed part time (about 40% for a fixed-term position of lecturer); also awaiting a decision from the SNF (fellowship was then granted)	1	0.22	20.00	40.00
	I was without a properly paid revenue since much before that - as the last year of my PhD (2016) was not funded.	1	0.22	20.00	60.00
	birth of 2 children and move to the UK	1	0.22	20.00	80.00
	waiting for postdoc positions results	1	0.22	20.00	100.00
	Total	5	1.11	100.00	
Missing		445	98.89		
Total		450	100.00		

**impsecjob — How important: have a secure job**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	1	0.22	0.25	0.25
	2		16	3.56	3.94	4.19
	3		54	12.00	13.30	17.49
	4		154	34.22	37.93	55.42
	5	Very important	181	40.22	44.58	100.00
	Total		406	90.22	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	4	0.89		
	Total		44	9.78		
Total			450	100.00		

**impsalary — How important: earn a high salary**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	12	2.67	2.96	2.96
	2		54	12.00	13.30	16.26
	3		152	33.78	37.44	53.69
	4		139	30.89	34.24	87.93
	5	Very important	49	10.89	12.07	100.00
	Total		406	90.22	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	4	0.89		
	Total		44	9.78		
Total			450	100.00		

**impcareerprosp — How important: have good career prospects**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	1	0.22	0.25	0.25
	2		4	0.89	0.99	1.23
	3		40	8.89	9.85	11.08
	4		131	29.11	32.27	43.35
	5	Very important	230	51.11	56.65	100.00
	Total		406	90.22	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	4	0.89		
	Total		44	9.78		
Total			450	100.00		

**impprestige — How important: work at a prestigious institution**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	12	2.67	2.95	2.95
	2		35	7.78	8.60	11.55
	3		124	27.56	30.47	42.01
	4		143	31.78	35.14	77.15
	5	Very important	93	20.67	22.85	100.00
	Total		407	90.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	3	0.67		
	Total		43	9.56		
Total			450	100.00		



**impcolleg — How important: work together with renowned colleagues**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	7	1.56	1.72	1.72
	2		43	9.56	10.57	12.29
	3		117	26.00	28.75	41.03
	4		144	32.00	35.38	76.41
	5	Very important	96	21.33	23.59	100.00
	Total		407	90.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	3	0.67		
	Total		43	9.56		
Total			450	100.00		

**impinfra — How important: good equipment and infrastructure**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	4	0.89	0.99	0.99
	2		10	2.22	2.46	3.45
	3		53	11.78	13.05	16.50
	4		152	33.78	37.44	53.94
	5	Very important	187	41.56	46.06	100.00
	Total		406	90.22	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	4	0.89		
	Total		44	9.78		
Total			450	100.00		

**impentry — How important: work in the same country as now**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	107	23.78	26.29	26.29
	2		92	20.44	22.60	48.89
	3		95	21.11	23.34	72.24
	4		65	14.44	15.97	88.21
	5	Very important	48	10.67	11.79	100.00
	Total		407	90.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	3	0.67		
	Total		43	9.56		
Total			450	100.00		

**imppart — How important: be able to work part-time**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	113	25.11	27.90	27.90
	2		91	20.22	22.47	50.37
	3		117	26.00	28.89	79.26
	4		61	13.56	15.06	94.32
	5	Very important	23	5.11	5.68	100.00
	Total		405	90.00	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	5	1.11		
	Total		45	10.00		
Total			450	100.00		

**impworklife — How important: reconcile work and family life**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	13	2.89	3.20	3.20
	2		16	3.56	3.94	7.14
	3		70	15.56	17.24	24.38
	4		132	29.33	32.51	56.90
	5	Very important	175	38.89	43.10	100.00
	Total		406	90.22	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	4	0.89		
	Total		44	9.78		
Total			450	100.00		

**impthact — How important: reconcile work with other activities**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	23	5.11	5.65	5.65
	2		47	10.44	11.55	17.20
	3		97	21.56	23.83	41.03
	4		145	32.22	35.63	76.66
	5	Very important	95	21.11	23.34	100.00
	Total		407	90.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	3	0.67		
	Total		43	9.56		
Total			450	100.00		

**impexp — How important: work within area of expertise**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	4	0.89	0.98	0.98
	2		21	4.67	5.15	6.13
	3		54	12.00	13.24	19.36
	4		156	34.67	38.24	57.60
	5	Very important	173	38.44	42.40	100.00
	Total		408	90.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	2	0.44		
	Total		42	9.33		
Total			450	100.00		

**impqualif — How important: use specialist qualifications at work**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	1	0.22	0.25	0.25
	2		8	1.78	1.96	2.21
	3		47	10.44	11.52	13.73
	4		163	36.22	39.95	53.68
	5	Very important	189	42.00	46.32	100.00
	Total		408	90.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	2	0.44		
	Total		42	9.33		
Total			450	100.00		

**impidea — How important: put own ideas into practice**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	0	0.00	0.00	0.00
	2		4	0.89	0.98	0.98
	3		17	3.78	4.16	5.13
	4		95	21.11	23.23	28.36
	5	Very important	293	65.11	71.64	100.00
	Total		409	90.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	1	0.22		
	Total		41	9.11		
Total			450	100.00		

**impview — How important: have work that corresponds to own views**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	1	0.22	0.24	0.24
	2		8	1.78	1.96	2.20
	3		33	7.33	8.07	10.27
	4		132	29.33	32.27	42.54
	5	Very important	235	52.22	57.46	100.00
	Total		409	90.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	1	0.22		
	Total		41	9.11		
Total			450	100.00		

**impdevelop — How important: develop myself further in my subject area at work**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	0	0.00	0.00	0.00
	2		2	0.44	0.49	0.49
	3		20	4.44	4.89	5.38
	4		114	25.33	27.87	33.25
	5	Very important	273	60.67	66.75	100.00
	Total		409	90.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	1	0.22		
	Total		41	9.11		
Total			450	100.00		

**impcareercont — How important: continue my academic career**

			Count	Percent	Valid %	Cum. %
Valid	1	Not important at all	4	0.89	0.98	0.98
	2		22	4.89	5.38	6.36
	3		55	12.22	13.45	19.80
	4		118	26.22	28.85	48.66
	5	Very important	210	46.67	51.34	100.00
	Total		409	90.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	8	1.78		
	.h	No answer	1	0.22		
	Total		41	9.11		
Total			450	100.00		

**aspiration — Aspired position in future career**

			Count	Percent	Valid %	Cum. %
Valid	1	Full tenured professorship	297	66.00	72.97	72.97
	2	Other leading management position	12	2.67	2.95	75.92
	3	Other leading research position	82	18.22	20.15	96.07
	4	Other permanent teaching position	8	1.78	1.97	98.03
	5	Other	8	1.78	1.97	100.00
	Total		407	90.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	2	0.44		
	Total		43	9.56		
Total			450	100.00		

**aspirationoth — Aspired position in future career: other**

			Count	Percent	Valid %	Cum. %
Valid	Because of the high competition, I don't want to focus in too much on an academic career, but if at all possible I aspire to it, and thus strive for full tenured professorship or another leading research position.		1	0.22	12.50	12.50
	Both Professorship or leading research position		1	0.22	12.50	25.00
	Leitender Arzt Universitätsklinik		1	0.22	12.50	37.50
	:		:	:	:	:
	R&D specialist		1	0.22	12.50	75.00
	equally interested in point 1 and 2		1	0.22	12.50	87.50
	leading technical position		1	0.22	12.50	100.00
	Total		8	1.78	100.00	
Missing			442	98.22		
Total			450	100.00		

**sciecentr — Scientific work is a central part of my life**

			Count	Percent	Valid %	Cum. %
Valid	1	Do not agree at all	0	0.00	0.00	0.00
	2		1	0.22	0.25	0.25
	3		40	8.89	9.80	10.05
	4		139	30.89	34.07	44.12
	5	Fully agree	228	50.67	55.88	100.00
	Total		408	90.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	1	0.22		
	Total		42	9.33		
Total			450	100.00		

**sciedemands — Confident to meet the demands of an academic career**

			Count	Percent	Valid %	Cum. %
Valid	1	Do not agree at all	4	0.89	0.98	0.98
	2		26	5.78	6.36	7.33
	3		64	14.22	15.65	22.98
	4		152	33.78	37.16	60.15
	5	Fully agree	163	36.22	39.85	100.00
	Total		409	90.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	Total		41	9.11		
Total			450	100.00		



**sciecommit — Strong commitment to scientific work**

			Count	Percent	Valid %	Cum. %
Valid	1	Do not agree at all	0	0.00	0.00	0.00
	2		1	0.22	0.25	0.25
	3		26	5.78	6.37	6.62
	4		132	29.33	32.35	38.97
	5	Fully agree	249	55.33	61.03	100.00
	Total		408	90.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	1	0.22		
	Total		42	9.33		
Total			450	100.00		

**sciemostimp — Most important experiences are related to scientific work**

			Count	Percent	Valid %	Cum. %
Valid	1	Do not agree at all	14	3.11	3.44	3.44
	2		44	9.78	10.81	14.25
	3		134	29.78	32.92	47.17
	4		122	27.11	29.98	77.15
	5	Fully agree	93	20.67	22.85	100.00
	Total		407	90.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	2	0.44		
	Total		43	9.56		
Total			450	100.00		

**partner — Has a partner**

			Count	Percent	Valid %	Cum. %
Valid	0	No	110	24.44	27.16	27.16
	1	Yes	295	65.56	72.84	100.00
	Total		405	90.00	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	4	0.89		
	Total		45	10.00		
Total			450	100.00		

**marital — Marital status**

			Count	Percent	Valid %	Cum. %
Valid	1	Single (never married and never in a registered partnership)	274	60.89	67.49	67.49
	2	Married	113	25.11	27.83	95.32
	3	Married, but legally separated	0	0.00	0.00	95.32
	4	Divorced	5	1.11	1.23	96.55
	5	Widowed	1	0.22	0.25	96.80
	6	Registered partnership	13	2.89	3.20	100.00
	7	Registered partnership dissolved	0	0.00	0.00	100.00
	8	Registered partner passed away	0	0.00	0.00	100.00
	Total		406	90.22	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	3	0.67		
	Total		44	9.78		
Total			450	100.00		

**children — Has children**

			Count	Percent	Valid %	Cum. %
Valid	0	No	330	73.33	81.28	81.28
	1	Yes	76	16.89	18.72	100.00
	Total		406	90.22	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	3	0.67		
	Total		44	9.78		
Total			450	100.00		

### childrennum — Number of children

		Count	Percent	Valid %	Cum. %
Valid	1	42	9.33	55.26	55.26
	2	28	6.22	36.84	92.11
	3	6	1.33	7.89	100.00
	Total	76	16.89	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	9	2.00		
	.z children != 1	333	74.00		
	Total	374	83.11		
Total		450	100.00		

### child1 — Age of 1st child

		Count	Percent	Valid %	Cum. %
Valid	2001	1	0.22	1.35	1.35
	2004	1	0.22	1.35	2.70
	2005	2	0.44	2.70	5.41
	2006	1	0.22	1.35	6.76
	2008	2	0.44	2.70	9.46
	⋮	⋮	⋮	⋮	⋮
	2014	7	1.56	9.46	36.49
	2015	7	1.56	9.46	45.95
	2016	17	3.78	22.97	68.92
	2017	9	2.00	12.16	81.08
	2018	14	3.11	18.92	100.00
	Total	74	16.44	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	9	2.00		
	.h No answer	1	0.22		
	.i Invalid data	1	0.22		
	.z children != 1	333	74.00		
	Total	376	83.56		
Total		450	100.00		

### child2 — Age of 2nd child

		Count	Percent	Valid %	Cum. %
Valid	2007	1	0.22	2.94	2.94
	2008	1	0.22	2.94	5.88
	2011	2	0.44	5.88	11.76
	2012	1	0.22	2.94	14.71
	2013	3	0.67	8.82	23.53
	2014	1	0.22	2.94	26.47
	2015	5	1.11	14.71	41.18
	2016	4	0.89	11.76	52.94
	2017	6	1.33	17.65	70.59
	2018	10	2.22	29.41	100.00
	Total	34	7.56	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	9	2.00		
	.y childrennum < 2	42	9.33		
	.z children != 1	333	74.00		
	Total	416	92.44		
Total		450	100.00		

### child3 — Age of 3rd child

		Count	Percent	Valid %	Cum. %
Valid	2014	3	0.67	50.00	50.00
	2015	2	0.44	33.33	83.33
	2016	1	0.22	16.67	100.00
	Total	6	1.33	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	9	2.00		
	.y childrennum < 3	70	15.56		
	.z children != 1	333	74.00		
	Total	444	98.67		
Total		450	100.00		

**child4 — Age of 4th child**

		Count	Percent	Valid %	Cum. %
Missing	.b No participation	32	7.11		
	.g Break-off	9	2.00		
	.y childrennum < 4	76	16.89		
	.z children != 1	333	74.00		
	Total	450	100.00		

**child5 — Age of 5th child**

		Count	Percent	Valid %	Cum. %
Missing	.b No participation	32	7.11		
	.g Break-off	9	2.00		
	.y childrennum < 5	76	16.89		
	.z children != 1	333	74.00		
	Total	450	100.00		

**child6 — Age of 6th child**

		Count	Percent	Valid %	Cum. %
Missing	.b No participation	32	7.11		
	.g Break-off	9	2.00		
	.y childrennum < 6	76	16.89		
	.z children != 1	333	74.00		
	Total	450	100.00		

**child7 — Age of 7th child**

		Count	Percent	Valid %	Cum. %
Missing	.b No participation	32	7.11		
	.g Break-off	9	2.00		
	.y childrennum < 7	76	16.89		
	.z children != 1	333	74.00		
	Total	450	100.00		

**child8 — Age of 8th child**

		Count	Percent	Valid %	Cum. %
Missing	.b No participation	32	7.11		
	.g Break-off	9	2.00		
	.y childrennum < 8	76	16.89		
	.z children != 1	333	74.00		
	Total	450	100.00		

**child9 — Age of 9th child**

		Count	Percent	Valid %	Cum. %
Missing	.b No participation	32	7.11		
	.g Break-off	9	2.00		
	.y childrennum < 9	76	16.89		
	.z children != 1	333	74.00		
	Total	450	100.00		

**livesitpartner — Who else lives in household: spouse/partner**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	198	44.00	48.89	48.89
	1	Ticked	207	46.00	51.11	100.00
	Total		405	90.00	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	4	0.89		
	Total		45	10.00		
Total			450	100.00		

**livesitchildren — Who else lives in household: children**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	336	74.67	82.96	82.96
	1	Ticked	69	15.33	17.04	100.00
	Total		405	90.00	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	4	0.89		
	Total		45	10.00		
Total			450	100.00		

**livsitadult — Who else lives in household: other adults**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	340	75.56	83.95	83.95
	1	Ticked	65	14.44	16.05	100.00
	Total		405	90.00	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	4	0.89		
	Total		45	10.00		
Total			450	100.00		

**livsitalone — Who else lives in household: no one**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	269	59.78	66.42	66.42
	1	Ticked	136	30.22	33.58	100.00
	Total		405	90.00	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	4	0.89		
	Total		45	10.00		
Total			450	100.00		

**chores — Responsibility for domestic work in household**

			Count	Percent	Valid %	Cum. %
Valid	1	Mostly/Only me	157	34.89	38.77	38.77
	2	Me and other household members in equal parts	225	50.00	55.56	94.32
	3	Mostly/Only someone else from the same household	17	3.78	4.20	98.52
	4	Mostly/Only a third party (e.g. cleaning staff)	6	1.33	1.48	100.00
	Total		405	90.00	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	4	0.89		
	Total		45	10.00		
Total			450	100.00		

**childcarediv — Division of childcare responsibility**

			Count	Percent	Valid %	Cum. %
Valid	1	I am solely responsible	1	0.22	1.33	1.33
	2	I am mostly responsible	7	1.56	9.33	10.67
	3	We share the responsibility in equal parts	42	9.33	56.00	66.67
	4	The other parent is mostly responsible	23	5.11	30.67	97.33
	5	The other parent is solely responsible	1	0.22	1.33	98.67
	6	No childcare necessary	1	0.22	1.33	100.00
	Total		75	16.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	1	0.22		
	.z	children != 1	333	74.00		
	Total		375	83.33		
Total			450	100.00		

**childcarenum — Number of childcare half-days**

			Count	Percent	Valid %	Cum. %
Valid	0		20	4.44	31.25	31.25
	1		6	1.33	9.38	40.63
	1.5		1	0.22	1.56	42.19
	2		15	3.33	23.44	65.63
	3		4	0.89	6.25	71.88
	4		9	2.00	14.06	85.94
	5		1	0.22	1.56	87.50
	6		1	0.22	1.56	89.06
	7		2	0.44	3.13	92.19
	8		4	0.89	6.25	98.44
	10		1	0.22	1.56	100.00
	Total		64	14.22	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	10	2.22		
	.y	childcarediv = 5 or 6	2	0.44		
	.z	children != 1	333	74.00		
	Total		386	85.78		
Total			450	100.00		



**childcarefam — Who else looks after children: other family or household members**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	47	10.44	63.51	63.51
	1	Ticked	27	6.00	36.49	100.00
	Total		74	16.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	1	0.22		
	.y	childcarediv = 6	1	0.22		
	.z	children != 1	333	74.00		
	Total		376	83.56		
Total			450	100.00		

**childcareext — Who else looks after children: external daycare/dayschool**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	27	6.00	36.49	36.49
	1	Ticked	47	10.44	63.51	100.00
	Total		74	16.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	1	0.22		
	.y	childcarediv = 6	1	0.22		
	.z	children != 1	333	74.00		
	Total		376	83.56		
Total			450	100.00		

**childcarenanny — Who else looks after children: au-pair or nanny**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	67	14.89	90.54	90.54
	1	Ticked	7	1.56	9.46	100.00
	Total		74	16.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	1	0.22		
	.y	childcarediv = 6	1	0.22		
	.z	children != 1	333	74.00		
	Total		376	83.56		
Total			450	100.00		

**childcarebabys — Who else looks after children: babysitter**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	72	16.00	97.30	97.30
	1	Ticked	2	0.44	2.70	100.00
	Total		74	16.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	1	0.22		
	.y	childcarediv = 6	1	0.22		
	.z	children != 1	333	74.00		
	Total		376	83.56		
Total			450	100.00		

**childcareoth — Who else looks after children: other**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	74	16.44	100.00	100.00
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	1	0.22		
	.y	childcarediv = 6	1	0.22		
	.z	children != 1	333	74.00		
	Total		376	83.56		
Total			450	100.00		

**childcareothspec — Who else looks after children: other**

	Count	Percent	Valid %	Cum. %
Missing	450	100.00		

**childcareno — Who else looks after children: no one else**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	64	14.22	86.49	86.49
	1	Ticked	10	2.22	13.51	100.00
	Total		74	16.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	1	0.22		
	.y	childcarediv = 6	1	0.22		
	.z	children != 1	333	74.00		
	Total		376	83.56		
Total			450	100.00		

**carechild — Caring responsibilities: care for children**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	395	87.78	98.75	98.75
	1	Ticked	5	1.11	1.25	100.00
	Total		400	88.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	9	2.00		
	Total		50	11.11		
Total			450	100.00		

**careelder — Caring responsibilities: elder care**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	392	87.11	98.00	98.00
	1	Ticked	8	1.78	2.00	100.00
	Total		400	88.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	9	2.00		
	Total		50	11.11		
Total			450	100.00		

**caredisab — Caring responsibilities: adult with disability**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	398	88.44	99.50	99.50
	1	Ticked	2	0.44	0.50	100.00
	Total		400	88.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	9	2.00		
	Total		50	11.11		
Total			450	100.00		

**careoth — Caring responsibilities: other**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	399	88.67	99.75	99.75
	1	Ticked	1	0.22	0.25	100.00
	Total		400	88.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	9	2.00		
	Total		50	11.11		
Total			450	100.00		

**careothspec — Caring responsibilities: other**

		Count	Percent	Valid %	Cum. %
Valid	Child with mental disability (down syndrome)	1	0.22	100.00	100.00
Missing		449	99.78		
Total		450	100.00		

**careno — Caring responsibilities: none**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	17	3.78	4.25	4.25
	1	Ticked	383	85.11	95.75	100.00
	Total		400	88.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	9	2.00		
	Total		50	11.11		
Total			450	100.00		

**lifesat — General life satisfaction**

			Count	Percent	Valid %	Cum. %
Valid	1	Not satisfied at all	3	0.67	0.74	0.74
	2		18	4.00	4.46	5.20
	3		59	13.11	14.60	19.80
	4		226	50.22	55.94	75.74
	5	Very satisfied	98	21.78	24.26	100.00
	Total		404	89.78	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	5	1.11		
	Total		46	10.22		
Total			450	100.00		

**worklife — Satisfaction with work-life balance**

			Count	Percent	Valid %	Cum. %
Valid	1	Not satisfied at all	11	2.44	2.76	2.76
	2		48	10.67	12.06	14.82
	3		118	26.22	29.65	44.47
	4		153	34.00	38.44	82.91
	5	Very satisfied	68	15.11	17.09	100.00
	Total		398	88.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	11	2.44		
	Total		52	11.56		
Total			450	100.00		

**mother — Highest educational degree of mother**

			Count	Percent	Valid %	Cum. %
Valid	1	Compulsory education	43	9.56	10.59	10.59
	2	Secondary vocational education and training (apprenticeship)	83	18.44	20.44	31.03
	3	Secondary general education (high school)	69	15.33	17.00	48.03
	4	Tertiary vocational education (advanced technical and professional training)	40	8.89	9.85	57.88
	5	Tertiary academic education (college, university, university of applied sciences)	139	30.89	34.24	92.12
	6	Doctoral degree	32	7.11	7.88	100.00
	Total		406	90.22	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	3	0.67		
	Total		44	9.78		
Total			450	100.00		

**father — Highest educational degree of father**

			Count	Percent	Valid %	Cum. %
Valid	1	Compulsory education	41	9.11	10.15	10.15
	2	Secondary vocational education and training (apprenticeship)	50	11.11	12.38	22.52
	3	Secondary general education (high school)	61	13.56	15.10	37.62
	4	Tertiary vocational education (advanced technical and professional training)	47	10.44	11.63	49.26
	5	Tertiary academic education (college, university, university of applied sciences)	145	32.22	35.89	85.15
	6	Doctoral degree	60	13.33	14.85	100.00
	Total		404	89.78	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	5	1.11		
	Total		46	10.22		
Total			450	100.00		

## A.6 Codebook of auxiliary data set

### IDperson — CTC person ID

		Count	Percent	Valid %	Cum. %
Valid	10100132	1	0.22	0.22	0.22
	10100203	1	0.22	0.22	0.44
	10100556	1	0.22	0.22	0.67
	10100750	1	0.22	0.22	0.89
	10100780	1	0.22	0.22	1.11
	⋮	⋮	⋮	⋮	⋮
	10198693	1	0.22	0.22	99.11
	10199304	1	0.22	0.22	99.33
	10199411	1	0.22	0.22	99.56
	10199788	1	0.22	0.22	99.78
	10199888	1	0.22	0.22	100.00
	Total	450	100.00	100.00	

### IDapplication — CTC application ID

		Count	Percent	Valid %	Cum. %
Valid	1010012	1	0.22	0.22	0.22
	1010015	1	0.22	0.22	0.44
	1010020	1	0.22	0.22	0.67
	1010063	1	0.22	0.22	0.89
	1010113	1	0.22	0.22	1.11
	⋮	⋮	⋮	⋮	⋮
	1019884	1	0.22	0.22	99.11
	1019907	1	0.22	0.22	99.33
	1019918	1	0.22	0.22	99.56
	1019925	1	0.22	0.22	99.78
	1019984	1	0.22	0.22	100.00
	Total	450	100.00	100.00	

**grade\_raw — Grading of application**

		Count	Percent	Valid %	Cum. %
Valid	A	62	13.78	13.96	13.96
	A-	3	0.67	0.68	14.64
	A/A	22	4.89	4.95	19.59
	A/AB	13	2.89	2.93	22.52
	A/B	2	0.44	0.45	22.97
	⋮	⋮	⋮	⋮	⋮
	BC/BC	1	0.22	0.23	97.07
	C	9	2.00	2.03	99.10
	C/B	1	0.22	0.23	99.32
	C/BC	1	0.22	0.23	99.55
	D	2	0.44	0.45	100.00
	Total	444	98.67	100.00	
Missing		6	1.33		
Total		450	100.00		

**missing — Percentage of missing values**

		Count	Percent	Valid %	Cum. %
Valid	0	109	24.22	26.08	26.08
	.87	1	0.22	0.24	26.32
	.88	3	0.67	0.72	27.03
	.89	1	0.22	0.24	27.27
	.92	1	0.22	0.24	27.51
	⋮	⋮	⋮	⋮	⋮
	83.53	1	0.22	0.24	99.04
	85.54	1	0.22	0.24	99.28
	95.12	1	0.22	0.24	99.52
	97.56	1	0.22	0.24	99.76
	98.36	1	0.22	0.24	100.00
	Total	418	92.89	100.00	
Missing	.b No participation	32	7.11		
Total		450	100.00		



**invitation — Date and time of invitation**

		Count	Percent	Valid %	Cum. %
Valid	2018-10-02 09:53	96	21.33	21.33	21.33
	2018-10-02 09:54	104	23.11	23.11	44.44
	2018-10-02 09:55	100	22.22	22.22	66.67
	2018-10-02 09:56	92	20.44	20.44	87.11
	2018-10-02 09:57	58	12.89	12.89	100.00
	Total	450	100.00	100.00	

**invitationemail — Invited by e-mail**

		Count	Percent	Valid %	Cum. %
Valid	1 Yes	450	100.00	100.00	100.00

**invitationletter — Invited by postal letter**

		Count	Percent	Valid %	Cum. %
Valid	0 No	450	100.00	100.00	100.00

**reminder1 — Date and time of 1st reminder email**

		Count	Percent	Valid %	Cum. %
Valid	2018-10-10 10:24	1	0.22	0.34	0.34
	2018-10-10 10:25	99	22.00	33.45	33.78
	2018-10-10 10:26	100	22.22	33.78	67.57
	2018-10-10 10:27	96	21.33	32.43	100.00
	Total	296	65.78	100.00	
Missing	.z No 1st reminder	154	34.22		
Total		450	100.00		

**reminder2 — Date and time of 2nd reminder email**

		Count	Percent	Valid %	Cum. %
Valid	2018-10-17 16:56	50	11.11	31.65	31.65
	2018-10-17 16:57	98	21.78	62.03	93.67
	2018-10-17 16:58	10	2.22	6.33	100.00
	Total	158	35.11	100.00	
Missing	.z No 2nd reminder	292	64.89		
Total		450	100.00		

**reminder3 — Date and time of 3rd reminder email**

		Count	Percent	Valid %	Cum. %
Valid	2018-10-22 14:11	83	18.44	100.00	100.00
Missing	.z No 3rd reminder	367	81.56		
Total		450	100.00		

**surveystart — Date and time of first survey access**

		Count	Percent	Valid %	Cum. %
Valid	2018-10-02 09:54:26	1	0.22	0.24	0.24
	2018-10-02 09:55:35	1	0.22	0.24	0.48
	2018-10-02 09:57:41	1	0.22	0.24	0.72
	2018-10-02 09:57:43	1	0.22	0.24	0.96
	2018-10-02 09:58:34	1	0.22	0.24	1.20
	:	:	:	:	:
	2018-10-24 15:07:17	1	0.22	0.24	99.04
	2018-10-26 01:37:24	1	0.22	0.24	99.28
	2018-10-26 15:28:54	1	0.22	0.24	99.52
	2018-10-26 22:13:25	1	0.22	0.24	99.76
	2018-10-29 07:43:16	1	0.22	0.24	100.00
	Total	418	92.89	100.00	
Missing	.b No participation	32	7.11		
Total		450	100.00		

**surveyend — Date and time of last survey access**

		Count	Percent	Valid %	Cum. %
Valid	2018-10-02 10:03:19	1	0.22	0.24	0.24
	2018-10-02 10:04:37	1	0.22	0.24	0.48
	2018-10-02 10:05:34	1	0.22	0.24	0.72
	2018-10-02 10:06:06	1	0.22	0.24	0.96
	2018-10-02 10:06:47	1	0.22	0.24	1.20
	:	:	:	:	:
	2018-10-26 22:35:58	1	0.22	0.24	99.04
	2018-10-27 22:56:28	1	0.22	0.24	99.28
	2018-10-29 07:52:46	1	0.22	0.24	99.52
	2018-10-30 07:33:03	1	0.22	0.24	99.76
	2018-10-30 10:25:06	1	0.22	0.24	100.00
	Total	418	92.89	100.00	
Missing	.b No participation	32	7.11		
Total		450	100.00		

**lastpage — Last viewed page**

		Count	Percent	Valid %	Cum. %
Valid	0	1	0.22	0.24	0.24
	1	1	0.22	0.24	0.48
	4	1	0.22	0.24	0.72
	7	1	0.22	0.24	0.96
	13	2	0.44	0.48	1.44
	15	2	0.44	0.48	1.91
	34	1	0.22	0.24	2.15
	50	1	0.22	0.24	2.39
	51	408	90.67	97.61	100.00
	Total	418	92.89	100.00	
Missing	.b No participation	32	7.11		
Total		450	100.00		

**highpage — Highest viewed page**

		Count	Percent	Valid %	Cum. %
Valid	4	1	0.22	0.24	0.24
	7	1	0.22	0.24	0.48
	13	2	0.44	0.48	0.96
	15	2	0.44	0.48	1.44
	18	1	0.22	0.24	1.67
	32	1	0.22	0.24	1.91
	34	1	0.22	0.24	2.15
	50	1	0.22	0.24	2.39
	51	408	90.67	97.61	100.00
	Total	418	92.89	100.00	
Missing	.b No participation	32	7.11		
Total		450	100.00		

**JSbegin — JavaScript activated at the beginning of the survey**

			Count	Percent	Valid %	Cum. %
Valid	0	No	3	0.67	0.72	0.72
	1	Yes	415	92.22	99.28	100.00
	Total		418	92.89	100.00	
Missing	.b	No participation	32	7.11		
Total			450	100.00		

### JSend — JavaScript activated at the end of the survey

			Count	Percent	Valid %	Cum. %
Valid	0	No	1	0.22	0.24	0.24
	1	Yes	408	90.67	99.76	100.00
	Total		409	90.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	Total		41	9.11		
Total			450	100.00		

### empl\_raw — Currently engaged in paid employment

			Count	Percent	Valid %	Cum. %
Valid	0	No	78	17.33	18.80	18.80
	1	Yes	337	74.89	81.20	100.00
	Total		415	92.22	100.00	
Missing	.b	No participation	32	7.11		
	.h	No answer	3	0.67		
	Total		35	7.78		
Total			450	100.00		

### notemplreas\_raw — Why not employed

			Count	Percent	Valid %	Cum. %
Valid	1	(Further) education/training	6	1.33	7.89	7.89
	2	Family obligations (household, children, etc.)	3	0.67	3.95	11.84
	3	Travelling or language stay	2	0.44	2.63	14.47
	4	Health problems	2	0.44	2.63	17.11
	5	Transition between jobs	22	4.89	28.95	46.05
	6	Unemployment	27	6.00	35.53	81.58
	7	Other	14	3.11	18.42	100.00
	Total		76	16.89	100.00	
Missing	.b	No participation	32	7.11		
	.h	No answer	2	0.44		
	.z	empl != 0	340	75.56		
	Total		374	83.11		
Total			450	100.00		

**notemplreasoht\_raw — Why not employed: other**

		Count	Percent	Valid %	Cum. %
Valid	Due to conflicts in my Institute me and my colleagues lost our PhD-assistant position before the expected expiration of our contract	1	0.22	7.14	7.14
	Family obligations (two small children in a new country) and awaiting outcome grant application	1	0.22	7.14	14.29
	Finished my PhD, looking for postdocs	1	0.22	7.14	21.43
	:	:	:	:	:
	Waiting between two postdoc, but I don't know if I will get the second one, so... negative funding decisions	1	0.22	7.14	85.71
	start in November, so preparation period.	1	0.22	7.14	92.86
	Total	14	3.11	100.00	100.00
Missing		436	96.89		
Total		450	100.00		

**supervisnum\_raw — Number of subordinates**

		Count	Percent	Valid %	Cum. %
Valid	0-4	1	0.22	3.33	3.33
	1	10	2.22	33.33	36.67
	1-3	1	0.22	3.33	40.00
	1-5	1	0.22	3.33	43.33
	10	1	0.22	3.33	46.67
	2	7	1.56	23.33	70.00
	3	4	0.89	13.33	83.33
	50	1	0.22	3.33	86.67
	6	3	0.67	10.00	96.67
	7	1	0.22	3.33	100.00
	Total	30	6.67	100.00	
Missing		420	93.33		
Total		450	100.00		

**contractnum\_raw — Contract duration in months**

		Count	Percent	Valid %	Cum. %
Valid	0	1	0.22	0.33	0.33
	1 year	1	0.22	0.33	0.66
	10	3	0.67	0.99	1.66
	11	2	0.44	0.66	2.32
	12	86	19.11	28.48	30.79
	:	:	:	:	:
	7	2	0.44	0.66	96.36
	7 months	1	0.22	0.33	96.69
	8	3	0.67	0.99	97.68
	9	6	1.33	1.99	99.67
	two years	1	0.22	0.33	100.00
	Total	302	67.11	100.00	
Missing		148	32.89		
Total		450	100.00		

**workpermain\_raw — Contractual work-time percentage (in primary job)**

		Count	Percent	Valid %	Cum. %
Valid	10	1	0.22	0.30	0.30
	100	252	56.00	75.22	75.52
	1000	1	0.22	0.30	75.82
	120	1	0.22	0.30	76.12
	190-200	1	0.22	0.30	76.42
	:	:	:	:	:
	75	4	0.89	1.19	93.13
	80	11	2.44	3.28	96.42
	84,5	1	0.22	0.30	96.72
	85	7	1.56	2.09	98.81
	90	4	0.89	1.19	100.00
	Total	335	74.44	100.00	
Missing		115	25.56		
Total		450	100.00		

**workpercoth\_raw — Contractual work-time percentage in other job(s)**

		Count	Percent	Valid %	Cum. %
Valid	10	7	1.56	36.84	36.84
	15	3	0.67	15.79	52.63
	20	5	1.11	26.32	78.95
	25	3	0.67	15.79	94.74
	30	1	0.22	5.26	100.00
	Total	19	4.22	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	2	0.44		
	.h No answer	2	0.44		
	.y jobnum != 2	317	70.44		
	.z empl = 0	78	17.33		
	Total	431	95.78		
Total		450	100.00		

**workhmain\_raw — Typical weekly working hours (in primary job)**

		Count	Percent	Valid %	Cum. %
Valid	10	2	0.44	0.60	0.60
	15	3	0.67	0.89	1.49
	160	1	0.22	0.30	1.79
	18	1	0.22	0.30	2.08
	2	1	0.22	0.30	2.38
	:	:	:	:	:
	80	4	0.89	1.19	98.21
	9	3	0.67	0.89	99.11
	90	1	0.22	0.30	99.40
	90-100	1	0.22	0.30	99.70
	unknown, very variable	1	0.22	0.30	100.00
	Total	336	74.67	100.00	
Missing		114	25.33		
Total		450	100.00		

**incmain\_raw — Annual gross earnings (in primary job) in CHF**

		Count	Percent	Valid %	Cum. %
Valid	50	1	0.22	0.31	0.31
	1400	1	0.22	0.31	0.63
	2000	1	0.22	0.31	0.94
	3000	1	0.22	0.31	1.25
	3800	1	0.22	0.31	1.57
	:	:	:	:	:
	110000	4	0.89	1.25	98.12
	114000	1	0.22	0.31	98.43
	120000	3	0.67	0.94	99.37
	130000	1	0.22	0.31	99.69
	845000	1	0.22	0.31	100.00
	Total	319	70.89	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	2	0.44		
	.h No answer	19	4.22		
	.z empl = 0	78	17.33		
	Total	131	29.11		
Total		450	100.00		



**activityres\_raw — Share of research in current academic job(s)**

		Count	Percent	Valid %	Cum. %
Valid	5	3	0.67	0.94	0.94
	9	1	0.22	0.31	1.25
	10	4	0.89	1.25	2.50
	15	2	0.44	0.63	3.13
	20	6	1.33	1.88	5.00
	:	:	:	:	:
	90	53	11.78	16.56	74.38
	94	1	0.22	0.31	74.69
	95	18	4.00	5.63	80.31
	99	2	0.44	0.63	80.94
	100	61	13.56	19.06	100.00
	Total	320	71.11	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	4	0.89		
	.h No answer	8	1.78		
	.y research = 4	8	1.78		
	.z empl = 0	78	17.33		
	Total	130	28.89		
Total		450	100.00		

**activityteach\_raw — Share of teaching in current academic job(s)**

		Count	Percent	Valid %	Cum. %
Valid	0	12	2.67	5.31	5.31
	.5	1	0.22	0.44	5.75
	1	2	0.44	0.88	6.64
	2	1	0.22	0.44	7.08
	5	30	6.67	13.27	20.35
	:	:	:	:	:
	45	1	0.22	0.44	96.46
	50	4	0.89	1.77	98.23
	60	2	0.44	0.88	99.12
	70	1	0.22	0.44	99.56
	100	1	0.22	0.44	100.00
	Total	226	50.22	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	4	0.89		
	.h No answer	102	22.67		
	.y research = 4	8	1.78		
	.z empl = 0	78	17.33		
	Total	224	49.78		
Total		450	100.00		

**activityadmin\_raw — Share of administrative duties in current academic job(s)**

		Count	Percent	Valid %	Cum. %
Valid	0	22	4.89	11.76	11.76
	.5	1	0.22	0.53	12.30
	1	4	0.89	2.14	14.44
	2	4	0.89	2.14	16.58
	3	2	0.44	1.07	17.65
	:	:	:	:	:
	25	4	0.89	2.14	96.26
	30	3	0.67	1.60	97.86
	35	1	0.22	0.53	98.40
	40	2	0.44	1.07	99.47
	80	1	0.22	0.53	100.00
	Total	187	41.56	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	4	0.89		
	.h No answer	141	31.33		
	.y research = 4	8	1.78		
	.z empl = 0	78	17.33		
	Total	263	58.44		
Total		450	100.00		

**activityclin\_raw — Share of clinical activities in current academic job(s)**

		Count	Percent	Valid %	Cum. %
Valid	0	41	9.11	73.21	73.21
	3	1	0.22	1.79	75.00
	5	1	0.22	1.79	76.79
	10	1	0.22	1.79	78.57
	35	1	0.22	1.79	80.36
	:	:	:	:	:
	69	1	0.22	1.79	87.50
	70	2	0.44	3.57	91.07
	80	3	0.67	5.36	96.43
	95	1	0.22	1.79	98.21
	100	1	0.22	1.79	100.00
	Total	56	12.44	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	4	0.89		
	.h No answer	272	60.44		
	.y research = 4	8	1.78		
	.z empl = 0	78	17.33		
	Total	394	87.56		
Total		450	100.00		

**activityoth\_raw — Share of other activities in current academic job(s)**

		Count	Percent	Valid %	Cum. %
Valid	0	29	6.44	32.95	32.95
	1	1	0.22	1.14	34.09
	2	2	0.44	2.27	36.36
	3	2	0.44	2.27	38.64
	5	17	3.78	19.32	57.95
	:	:	:	:	:
	25	2	0.44	2.27	93.18
	30	3	0.67	3.41	96.59
	45	1	0.22	1.14	97.73
	50	1	0.22	1.14	98.86
	80	1	0.22	1.14	100.00
	Total	88	19.56	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	4	0.89		
	.h No answer	240	53.33		
	.y research = 4	8	1.78		
	.z empl = 0	78	17.33		
	Total	362	80.44		
Total		450	100.00		

**instit\_raw — Type of research institution**

			Count	Percent	Valid %	Cum. %
Valid	1	University or (university) hospital	180	40.00	55.21	55.21
	2	ETHZ, EPFL	72	16.00	22.09	77.30
	3	ETH research institute (PSI, WSL, Empa, Eawag)	10	2.22	3.07	80.37
	4	Other higher education institution (e.g. university of applied sciences/university of teacher education)	11	2.44	3.37	83.74
	5	Other public research institute/organization	20	4.44	6.13	89.88
	6	Private research institute/organization	15	3.33	4.60	94.48
	7	Research division in a corporation or NGO	4	0.89	1.23	95.71
	8	Other	14	3.11	4.29	100.00
	Total		326	72.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	6	1.33		
	.y	research = 4	8	1.78		
	.z	empl = 0	78	17.33		
	Total		124	27.56		
Total			450	100.00		

**rvisithomenum\_raw — Research visits in same country: months**

			Count	Percent	Valid %	Cum. %
Valid	1		1	0.22	14.29	14.29
	2		3	0.67	42.86	57.14
	3		1	0.22	14.29	71.43
	6		1	0.22	14.29	85.71
	24		1	0.22	14.29	100.00
	Total		7	1.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	6	1.33		
	.h	No answer	3	0.67		
	.i	Invalid data	1	0.22		
	.x	rvisithome != 1	315	70.00		
	.y	research = 4	8	1.78		
	.z	empl = 0	78	17.33		
	Total		443	98.44		
Total			450	100.00		

**rvisitabroadnum\_raw — Research visits in other country: months**

		Count	Percent	Valid %	Cum. %
Valid	1	15	3.33	21.74	21.74
	1,5	1	0.22	1.45	23.19
	12	4	0.89	5.80	28.99
	13	1	0.22	1.45	30.43
	14	1	0.22	1.45	31.88
	:	:	:	:	:
	6 months	1	0.22	1.45	89.86
	7	1	0.22	1.45	91.30
	8	1	0.22	1.45	92.75
	9	4	0.89	5.80	98.55
	Romania	1	0.22	1.45	100.00
	Total	69	15.33	100.00	
Missing		381	84.67		
Total		450	100.00		

**phddiscipline\_raw — Discipline of PhD**

		Count	Percent	Valid %	Cum. %
Valid	African history	1	0.22	0.34	0.34
	Ancient history and classical studies	3	0.67	1.01	1.35
	Anthropology	1	0.22	0.34	1.69
	Anthropology, primatology	2	0.44	0.68	2.36
	Applied mathematics	1	0.22	0.34	2.70
	:	:	:	:	:
	Theoretical physics	9	2.00	3.04	97.64
	Tumor immunology	1	0.22	0.34	97.97
	Veterinary medicine	2	0.44	0.68	98.65
	Visual arts and art history	3	0.67	1.01	99.66
	Zoology	1	0.22	0.34	100.00
	Total	296	65.78	100.00	
Missing		154	34.22		
Total		450	100.00		

**phdformat\_raw — Format of dissertation**

			Count	Percent	Valid %	Cum. %
Valid	1	Book or monograph	146	32.44	49.66	49.66
	2	Individual articles/papers (cumulative dissertation)	137	30.44	46.60	96.26
	3	Other	11	2.44	3.74	100.00
	Total		294	65.33	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	4	0.89		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		156	34.67		
Total			450	100.00		

**phdformatnum\_raw — Format of dissertation: number of papers**

			Count	Percent	Valid %	Cum. %
Valid	1		6	1.33	4.44	4.44
	10		1	0.22	0.74	5.19
	11		1	0.22	0.74	5.93
	15		1	0.22	0.74	6.67
	2		11	2.44	8.15	14.81
	:		:	:	:	:
	5		21	4.67	15.56	84.44
	6		12	2.67	8.89	93.33
	7		6	1.33	4.44	97.78
	8		2	0.44	1.48	99.26
	8 were published, 2 were in prep/submitted		1	0.22	0.74	100.00
	Total		135	30.00	100.00	
Missing			315	70.00		
Total			450	100.00		



**phdformatoth\_raw — Format of dissertation: other**

		Count	Percent	Valid %	Cum. %
Valid	2 articles and 2 monography chapters (later published as articles)	1	0.22	9.09	9.09
	Combination of both	1	0.22	9.09	18.18
	One paper + extra results	1	0.22	9.09	27.27
	PhD Thesis including published and unpublished work	1	0.22	9.09	36.36
	Thesis	2	0.44	18.18	54.55
	Thesis by publication (4 published papers/chapter + 1 unpublished data chapter + introduction & conclusion chapters)	1	0.22	9.09	63.64
	Written Dissertation with 3 published articles, 3 manuscripts and common introduction/discussion sections	1	0.22	9.09	72.73
	assembly of articles with further detailed introduction and preliminaries	1	0.22	9.09	81.82
	combination of articles (1 published, 2 unpublished) +general introduction and discussion	1	0.22	9.09	90.91
	dissertation	1	0.22	9.09	100.00
	Total	11	2.44	100.00	
Missing		439	97.56		
Total		450	100.00		

**phdincgrant\_raw — Income during PhD: individual grant**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	208	46.22	70.51	70.51
	1	Ticked	87	19.33	29.49	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

**phdincassist\_raw — Income during PhD: position as assistant or similar**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	183	40.67	62.03	62.03
	1	Ticked	112	24.89	37.97	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

**phdincemplrdoc\_raw — Income during PhD: external employment related to PhD**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	285	63.33	96.61	96.61
	1	Ticked	10	2.22	3.39	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

**phdincemplnrdoc\_raw — Income during PhD: external employment unrelated to PhD**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	288	64.00	97.63	97.63
	1	Ticked	7	1.56	2.37	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

**phdincoth\_raw — Income during PhD: other**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	280	62.22	94.92	94.92
	1	Ticked	15	3.33	5.08	100.00
	Total		295	65.56	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	3	0.67		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		155	34.44		
Total			450	100.00		

**phdincothspec\_raw — Income during PhD: other**

		Count	Percent	Valid %	Cum. %
Valid	Australian postgraduate award (stipend), Prime Minister's Australia-Asia Endeavour Award (funding for fieldwork)	1	0.22	7.14	7.14
	Financial support from my wife	1	0.22	7.14	14.29
	French Ministry Fellowship	1	0.22	7.14	21.43
	:	:	:	:	:
	partner support, my lecturing engagements	1	0.22	7.14	85.71
	self-employed (sports coach)	1	0.22	7.14	92.86
	worked a side of PhD	1	0.22	7.14	100.00
	Total	14	3.11	100.00	
Missing	436	96.89			
Total	450	100.00			

### histemplphdnum\_raw — Job(s) in same institution as PhD: months

		Count	Percent	Valid %	Cum. %
Valid	1	1	0.22	1.30	1.30
	1 month	1	0.22	1.30	2.60
	10	3	0.67	3.90	6.49
	11	3	0.67	3.90	10.39
	12	4	0.89	5.19	15.58
	:	:	:	:	:
	6	7	1.56	9.09	83.12
	7	2	0.44	2.60	85.71
	8	6	1.33	7.79	93.51
	9	4	0.89	5.19	98.70
	In Glasgow: 6-months contracts	1	0.22	1.30	100.00
	Total	77	17.11	100.00	
Missing		373	82.89		
Total		450	100.00		

### histemplabroadnum\_raw — Job(s) in another country than PhD: months

		Count	Percent	Valid %	Cum. %
Valid	1	3	0.67	9.68	9.68
	12	3	0.67	9.68	19.35
	13	1	0.22	3.23	22.58
	18	6	1.33	19.35	41.94
	18 months	1	0.22	3.23	45.16
	:	:	:	:	:
	3	2	0.44	6.45	77.42
	36	1	0.22	3.23	80.65
	4	2	0.44	6.45	87.10
	6	3	0.67	9.68	96.77
	9 months	1	0.22	3.23	100.00
	Total	31	6.89	100.00	
Missing		419	93.11		
Total		450	100.00		

### histnotemplnum\_raw — Non-employment between PhD and current situation: months

		Count	Percent	Valid %	Cum. %
Valid	1	10	2.22	17.24	17.24
	13	1	0.22	1.72	18.97
	19	1	0.22	1.72	20.69
	2	14	3.11	24.14	44.83
	3	9	2.00	15.52	60.34
	:	:	:	:	:
	6	5	1.11	8.62	86.21
	6 months	1	0.22	1.72	87.93
	7	4	0.89	6.90	94.83
	7 months	1	0.22	1.72	96.55
	9	2	0.44	3.45	100.00
	Total	58	12.89	100.00	
Missing		392	87.11		
Total		450	100.00		

### histnotemplhealth\_raw — Why not employed: health problems

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	82	18.22	97.62	97.62
	1	Ticked	2	0.44	2.38	100.00
	Total		84	18.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.v	histnotempl != 1	61	13.56		
	.w	histempl = 4	27	6.00		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		366	81.33		
Total			450	100.00		

### histnotemplunempl\_raw — Why not employed: unemployment

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	64	14.22	76.19	76.19
	1	Ticked	20	4.44	23.81	100.00
	Total		84	18.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.v	histnotempl != 1	61	13.56		
	.w	histempl = 4	27	6.00		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		366	81.33		
Total			450	100.00		

### histnotemploth\_raw — Why not employed: other

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	74	16.44	88.10	88.10
	1	Ticked	10	2.22	11.90	100.00
	Total		84	18.67	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	7	1.56		
	.h	No answer	1	0.22		
	.v	histnotempl != 1	61	13.56		
	.w	histempl = 4	27	6.00		
	.x	< 1 month between phdend and emplstart/notemplstart	125	27.78		
	.y	I haven't finished my doctorate/PhD yet	108	24.00		
	.z	I did not do a doctorate/PhD	5	1.11		
	Total		366	81.33		
Total			450	100.00		

### histnotemplothspec\_raw — Why not employed: other

		Count	Percent	Valid %	Cum. %
Valid	Accident, malleolar fracture	1	0.22	12.50	12.50
	End of Funding	1	0.22	12.50	25.00
	I got married during that time. So, I delayed my appointment of next job by 2 months.	1	0.22	12.50	37.50
	:	:	:	:	:
	Maternal leave	1	0.22	12.50	75.00
	birth of 2 children and move to the UK	1	0.22	12.50	87.50
	waiting for postdoc positions results	1	0.22	12.50	100.00
	Total	8	1.78	100.00	
Missing		442	98.22		
Total		450	100.00		

### child1\_raw — Age of 1st child

		Count	Percent	Valid %	Cum. %
Valid	1986	1	0.22	1.33	1.33
	2001	1	0.22	1.33	2.67
	2004	1	0.22	1.33	4.00
	2005	2	0.44	2.67	6.67
	2006	1	0.22	1.33	8.00
	:	:	:	:	:
	2014	7	1.56	9.33	37.33
	2015	7	1.56	9.33	46.67
	2016	17	3.78	22.67	69.33
	2017	9	2.00	12.00	81.33
	2018	14	3.11	18.67	100.00
	Total	75	16.67	100.00	
Missing	.b No participation	32	7.11		
	.g Break-off	9	2.00		
	.h No answer	1	0.22		
	.z children != 1	333	74.00		
	Total	375	83.33		
Total		450	100.00		

**childcarenum\_raw — Number of childcare half-days**

		Count	Percent	Valid %	Cum. %
Valid	0	20	4.44	31.25	31.25
	1	6	1.33	9.38	40.63
	1-2	1	0.22	1.56	42.19
	10	1	0.22	1.56	43.75
	2	15	3.33	23.44	67.19
	3	4	0.89	6.25	73.44
	4	9	2.00	14.06	87.50
	5	1	0.22	1.56	89.06
	6	1	0.22	1.56	90.63
	7	2	0.44	3.13	93.75
	8	4	0.89	6.25	100.00
	Total	64	14.22	100.00	
Missing		386	85.78		
Total		450	100.00		

**childcarefam\_raw — Who else looks after children: other family or household members**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	48	10.67	64.86	64.86
	1	Ticked	26	5.78	35.14	100.00
	Total		74	16.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	1	0.22		
	.y	childcarediv = 6	1	0.22		
	.z	children != 1	333	74.00		
	Total		376	83.56		
Total			450	100.00		



**childcarenanny\_raw — Who else looks after children: au-pair or nanny**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	68	15.11	91.89	91.89
	1	Ticked	6	1.33	8.11	100.00
	Total		74	16.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	1	0.22		
	.y	childcarediv = 6	1	0.22		
	.z	children != 1	333	74.00		
	Total		376	83.56		
Total			450	100.00		

**childcareoth\_raw — Who else looks after children: other**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	72	16.00	97.30	97.30
	1	Ticked	2	0.44	2.70	100.00
	Total		74	16.44	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	1	0.22		
	.y	childcarediv = 6	1	0.22		
	.z	children != 1	333	74.00		
	Total		376	83.56		
Total			450	100.00		

**childcareothspec\_raw — Who else looks after children: other**

			Count	Percent	Valid %	Cum. %
Valid	Grandparents		1	0.22	50.00	50.00
	maman du jour/ nounou		1	0.22	50.00	100.00
	Total		2	0.44	100.00	
Missing			448	99.56		
Total			450	100.00		

**careoth\_raw — Caring responsibilities: other**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	391	86.89	97.75	97.75
	1	Ticked	9	2.00	2.25	100.00
	Total		400	88.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	9	2.00		
	Total		50	11.11		
Total			450	100.00		

**careothspec\_raw — Caring responsibilities: other**

			Count	Percent	Valid %	Cum. %
Valid	3 cats		1	0.22	11.11	11.11
	Child with mental disability (down syndrome)		1	0.22	11.11	22.22
	I need to care for my family in my home country and to contribute financially		1	0.22	11.11	33.33
	⋮		⋮	⋮	⋮	⋮
	helping mother financially		1	0.22	11.11	77.78
	supporting my family which lives in another country		1	0.22	11.11	88.89
	we are expecting a child in 2019		1	0.22	11.11	100.00
	Total		9	2.00	100.00	
Missing			441	98.00		
Total			450	100.00		

**careno\_raw — Caring responsibilities: none**

			Count	Percent	Valid %	Cum. %
Valid	0	Not ticked	24	5.33	6.00	6.00
	1	Ticked	376	83.56	94.00	100.00
	Total		400	88.89	100.00	
Missing	.b	No participation	32	7.11		
	.g	Break-off	9	2.00		
	.h	No answer	9	2.00		
	Total		50	11.11		
Total			450	100.00		

**surveyduration — Duration of interview in seconds**

		Count	Percent	Valid %	Cum. %
Valid	20.72	1	0.22	0.24	0.24
	58	1	0.22	0.24	0.48
	176.23	1	0.22	0.24	0.72
	180.94	1	0.22	0.24	0.96
	195.58	1	0.22	0.24	1.20
	:	:	:	:	:
	2604.33	1	0.22	0.24	99.04
	3155.29	1	0.22	0.24	99.28
	3462.32	1	0.22	0.24	99.52
	3621.24	1	0.22	0.24	99.76
	4126.85	1	0.22	0.24	100.00
	Total	418	92.89	100.00	
Missing	.b No participation	32	7.11		
Total		450	100.00		

**timepage1 — Page 1: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	3.26	2	0.44	0.48	0.48
	3.46	2	0.44	0.48	0.96
	3.54	1	0.22	0.24	1.20
	3.59	1	0.22	0.24	1.44
	3.64	1	0.22	0.24	1.67
	:	:	:	:	:
	56.96	1	0.22	0.24	99.04
	58.4	1	0.22	0.24	99.28
	87.87	1	0.22	0.24	99.52
	99.99	1	0.22	0.24	99.76
	1987.88	1	0.22	0.24	100.00
	Total	418	92.89	100.00	
Missing	.	32	7.11		
Total		450	100.00		

**timepage2 — Page 2: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	6.31	1	0.22	1.23	1.23
	7.27	1	0.22	1.23	2.47
	7.89	1	0.22	1.23	3.70
	8.27	1	0.22	1.23	4.94
	13.48	1	0.22	1.23	6.17
	:	:	:	:	:
	112.05	1	0.22	1.23	95.06
	146.04	1	0.22	1.23	96.30
	234.76	1	0.22	1.23	97.53
	273.28	1	0.22	1.23	98.77
	807.6	1	0.22	1.23	100.00
	Total	81	18.00	100.00	
Missing	.	369	82.00		
Total		450	100.00		

**timepage3 — Page 3: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.27	1	0.22	0.29	0.29
	2.32	1	0.22	0.29	0.58
	2.43	1	0.22	0.29	0.88
	2.47	1	0.22	0.29	1.17
	2.57	1	0.22	0.29	1.46
	:	:	:	:	:
	34.03	1	0.22	0.29	98.83
	37.7	1	0.22	0.29	99.12
	38.61	1	0.22	0.29	99.42
	42.14	1	0.22	0.29	99.71
	45.07	1	0.22	0.29	100.00
	Total	342	76.00	100.00	
Missing	.	108	24.00		
Total		450	100.00		

**timepage4 — Page 4: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	7.75	1	0.22	0.29	0.29
	8.05	1	0.22	0.29	0.59
	8.3	1	0.22	0.29	0.88
	8.5	1	0.22	0.29	1.17
	8.76	1	0.22	0.29	1.47
	:	:	:	:	:
	154.62	1	0.22	0.29	98.83
	169	1	0.22	0.29	99.12
	196.16	1	0.22	0.29	99.41
	200.55	1	0.22	0.29	99.71
	212.44	1	0.22	0.29	100.00
	Total	341	75.78	100.00	
Missing	.	109	24.22		
Total		450	100.00		

**timepage5 — Page 5: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.96	1	0.22	0.29	0.29
	4.94	1	0.22	0.29	0.59
	6.03	1	0.22	0.29	0.88
	6.49	1	0.22	0.29	1.17
	6.58	1	0.22	0.29	1.47
	:	:	:	:	:
	99.41	1	0.22	0.29	98.83
	198.4	1	0.22	0.29	99.12
	250.31	1	0.22	0.29	99.41
	352.07	1	0.22	0.29	99.71
	2618.01	1	0.22	0.29	100.00
	Total	341	75.78	100.00	
Missing	.	109	24.22		
Total		450	100.00		

**timepage6 — Page 6: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.41	1	0.22	1.82	1.82
	6.16	1	0.22	1.82	3.64
	7.64	1	0.22	1.82	5.45
	9.04	1	0.22	1.82	7.27
	9.22	1	0.22	1.82	9.09
	:	:	:	:	:
	56.13	1	0.22	1.82	92.73
	61.47	1	0.22	1.82	94.55
	73.11	1	0.22	1.82	96.36
	79.34	1	0.22	1.82	98.18
	232.26	1	0.22	1.82	100.00
	Total	55	12.22	100.00	
Missing	.	395	87.78		
Total		450	100.00		

**timepage7 — Page 7: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	3.65	1	0.22	0.29	0.29
	4.27	1	0.22	0.29	0.59
	4.29	1	0.22	0.29	0.88
	4.66	1	0.22	0.29	1.18
	4.89	1	0.22	0.29	1.47
	:	:	:	:	:
	53	1	0.22	0.29	98.82
	59.25	1	0.22	0.29	99.12
	78.98	1	0.22	0.29	99.41
	168.65	1	0.22	0.29	99.71
	180.17	1	0.22	0.29	100.00
	Total	340	75.56	100.00	
Missing	.	110	24.44		
Total		450	100.00		

**timepage8 — Page 8: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.84	1	0.22	0.29	0.29
	3.89	1	0.22	0.29	0.59
	4.82	1	0.22	0.29	0.88
	4.88	1	0.22	0.29	1.18
	4.95	1	0.22	0.29	1.47
	:	:	:	:	:
	50.29	1	0.22	0.29	98.82
	67.32	1	0.22	0.29	99.12
	127.34	1	0.22	0.29	99.41
	272.59	1	0.22	0.29	99.71
	563.37	1	0.22	0.29	100.00
	Total	340	75.56	100.00	
Missing	.	110	24.44		
Total		450	100.00		

**timepage9 — Page 9: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	4.48	1	0.22	0.31	0.31
	5.48	1	0.22	0.31	0.62
	6.78	1	0.22	0.31	0.93
	7.23	1	0.22	0.31	1.23
	7.48	1	0.22	0.31	1.54
	:	:	:	:	:
	172.01	1	0.22	0.31	98.77
	193.45	1	0.22	0.31	99.07
	197.12	1	0.22	0.31	99.38
	433.92	1	0.22	0.31	99.69
	791.64	1	0.22	0.31	100.00
	Total	324	72.00	100.00	
Missing	.	126	28.00		
Total		450	100.00		

**timepage10 — Page 10: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.95	1	0.22	0.31	0.31
	3.05	1	0.22	0.31	0.62
	3.13	1	0.22	0.31	0.93
	3.24	1	0.22	0.31	1.24
	3.25	1	0.22	0.31	1.55
	:	:	:	:	:
	38	1	0.22	0.31	98.76
	65.6	1	0.22	0.31	99.07
	71.95	1	0.22	0.31	99.38
	82.22	1	0.22	0.31	99.69
	86.06	1	0.22	0.31	100.00
	Total	323	71.78	100.00	
Missing	.	127	28.22		
Total		450	100.00		

**timepage11 — Page 11: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.05	1	0.22	1.49	1.49
	2.94	1	0.22	1.49	2.99
	3.38	1	0.22	1.49	4.48
	3.94	1	0.22	1.49	5.97
	4.14	1	0.22	1.49	7.46
	:	:	:	:	:
	22.35	1	0.22	1.49	94.03
	29.38	1	0.22	1.49	95.52
	31.16	1	0.22	1.49	97.01
	60.47	1	0.22	1.49	98.51
	155.28	1	0.22	1.49	100.00
	Total	67	14.89	100.00	
Missing	.	383	85.11		
Total		450	100.00		



**timepage12 — Page 12: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	3	1	0.22	0.29	0.29
	7.18	1	0.22	0.29	0.59
	7.9	1	0.22	0.29	0.88
	8.58	1	0.22	0.29	1.18
	8.74	1	0.22	0.29	1.47
	:	:	:	:	:
	185.95	1	0.22	0.29	98.82
	220.97	1	0.22	0.29	99.12
	363.56	1	0.22	0.29	99.41
	471.5	1	0.22	0.29	99.71
	493.72	1	0.22	0.29	100.00
	Total	339	75.33	100.00	
Missing	.	111	24.67		
Total		450	100.00		

**timepage13 — Page 13: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	4.28	1	0.22	0.30	0.30
	4.65	1	0.22	0.30	0.59
	5.07	1	0.22	0.30	0.89
	6.39	1	0.22	0.30	1.19
	6.65	1	0.22	0.30	1.48
	:	:	:	:	:
	339.55	1	0.22	0.30	98.81
	365.08	1	0.22	0.30	99.11
	426.88	1	0.22	0.30	99.41
	1040.47	1	0.22	0.30	99.70
	1525.92	1	0.22	0.30	100.00
	Total	337	74.89	100.00	
Missing	.	113	25.11		
Total		450	100.00		

**timepage14 — Page 14: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	3.02	1	0.22	0.30	0.30
	3.08	1	0.22	0.30	0.59
	3.11	1	0.22	0.30	0.89
	3.14	1	0.22	0.30	1.19
	3.2	1	0.22	0.30	1.48
	:	:	:	:	:
	31.56	1	0.22	0.30	98.81
	34.96	1	0.22	0.30	99.11
	38.91	1	0.22	0.30	99.41
	66.99	1	0.22	0.30	99.70
	85.17	1	0.22	0.30	100.00
	Total	337	74.89	100.00	
Missing	.	113	25.11		
Total		450	100.00		

**timepage15 — Page 15: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	6.31	1	0.22	0.30	0.30
	6.35	1	0.22	0.30	0.61
	6.36	1	0.22	0.30	0.91
	6.61	1	0.22	0.30	1.22
	7	1	0.22	0.30	1.52
	:	:	:	:	:
	262.99	1	0.22	0.30	98.78
	292.68	1	0.22	0.30	99.09
	328.22	1	0.22	0.30	99.39
	465.89	1	0.22	0.30	99.70
	574.86	1	0.22	0.30	100.00
	Total	328	72.89	100.00	
Missing	.	122	27.11		
Total		450	100.00		

**timepage16 — Page 16: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.5	1	0.22	0.31	0.31
	3.58	1	0.22	0.31	0.61
	3.87	1	0.22	0.31	0.92
	3.88	1	0.22	0.31	1.22
	3.94	1	0.22	0.31	1.53
	:	:	:	:	:
	74.67	1	0.22	0.31	98.78
	97.39	1	0.22	0.31	99.08
	105.4	1	0.22	0.31	99.39
	107.71	1	0.22	0.31	99.69
	117.61	1	0.22	0.31	100.00
	Total	327	72.67	100.00	
Missing	.	123	27.33		
Total		450	100.00		

**timepage17 — Page 17: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.92	1	0.22	0.31	0.31
	2.93	1	0.22	0.31	0.61
	2.96	1	0.22	0.31	0.92
	2.98	2	0.44	0.61	1.53
	3.06	1	0.22	0.31	1.83
	:	:	:	:	:
	39.68	1	0.22	0.31	98.78
	46.28	1	0.22	0.31	99.08
	47.25	1	0.22	0.31	99.39
	55.23	1	0.22	0.31	99.69
	66.24	1	0.22	0.31	100.00
	Total	327	72.67	100.00	
Missing	.	123	27.33		
Total		450	100.00		

**timepage18 — Page 18: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.82	1	0.22	0.31	0.31
	4.12	1	0.22	0.31	0.61
	5.34	1	0.22	0.31	0.92
	6.41	1	0.22	0.31	1.22
	6.76	1	0.22	0.31	1.53
	:	:	:	:	:
	66.09	1	0.22	0.31	98.78
	66.23	1	0.22	0.31	99.08
	70.55	1	0.22	0.31	99.39
	72.99	1	0.22	0.31	99.69
	112.55	1	0.22	0.31	100.00
	Total	327	72.67	100.00	
Missing	.	123	27.33		
Total		450	100.00		

**timepage19 — Page 19: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	4.79	1	0.22	0.24	0.24
	6.62	1	0.22	0.24	0.49
	6.65	1	0.22	0.24	0.73
	6.79	1	0.22	0.24	0.97
	6.86	1	0.22	0.24	1.22
	:	:	:	:	:
	100.64	1	0.22	0.24	99.03
	163.4	1	0.22	0.24	99.27
	191.62	1	0.22	0.24	99.51
	278.69	1	0.22	0.24	99.76
	1788.57	1	0.22	0.24	100.00
	Total	411	91.33	100.00	
Missing	.	39	8.67		
Total		450	100.00		

**timepage20 — Page 20: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	3.59	1	0.22	0.25	0.25
	3.95	1	0.22	0.25	0.49
	3.98	1	0.22	0.25	0.74
	4.12	1	0.22	0.25	0.99
	4.23	1	0.22	0.25	1.23
	:	:	:	:	:
	54.47	1	0.22	0.25	99.01
	54.65	1	0.22	0.25	99.26
	70.02	1	0.22	0.25	99.51
	90.19	1	0.22	0.25	99.75
	128.55	1	0.22	0.25	100.00
	Total	406	90.22	100.00	
Missing	.	44	9.78		
Total		450	100.00		

**timepage21 — Page 21: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	3.14	1	0.22	0.33	0.33
	3.46	1	0.22	0.33	0.66
	3.77	1	0.22	0.33	0.99
	4.01	1	0.22	0.33	1.32
	4.61	2	0.44	0.66	1.97
	:	:	:	:	:
	59.45	1	0.22	0.33	98.68
	60.64	1	0.22	0.33	99.01
	66.72	1	0.22	0.33	99.34
	93.12	1	0.22	0.33	99.67
	96.14	1	0.22	0.33	100.00
	Total	304	67.56	100.00	
Missing	.	146	32.44		
Total		450	100.00		

**timepage22 — Page 22: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	3.62	1	0.22	0.33	0.33
	5.2	1	0.22	0.33	0.66
	5.46	1	0.22	0.33	0.99
	5.69	1	0.22	0.33	1.32
	5.82	1	0.22	0.33	1.65
	:	:	:	:	:
	83.5	1	0.22	0.33	98.68
	85.88	1	0.22	0.33	99.01
	100.42	1	0.22	0.33	99.34
	102.48	1	0.22	0.33	99.67
	158.28	1	0.22	0.33	100.00
	Total	303	67.33	100.00	
Missing	.	147	32.67		
Total		450	100.00		

**timepage23 — Page 23: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	3.89	1	0.22	0.33	0.33
	4.55	1	0.22	0.33	0.66
	4.64	1	0.22	0.33	0.99
	4.73	1	0.22	0.33	1.32
	5.07	1	0.22	0.33	1.66
	:	:	:	:	:
	65.87	1	0.22	0.33	98.68
	68.38	1	0.22	0.33	99.01
	68.88	1	0.22	0.33	99.34
	103.4	1	0.22	0.33	99.67
	107.81	1	0.22	0.33	100.00
	Total	302	67.11	100.00	
Missing	.	148	32.89		
Total		450	100.00		

**timepage24 — Page 24: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	3.38	1	0.22	0.33	0.33
	3.57	1	0.22	0.33	0.66
	3.62	1	0.22	0.33	0.99
	4.04	1	0.22	0.33	1.32
	4.31	1	0.22	0.33	1.66
	:	:	:	:	:
	102.56	1	0.22	0.33	98.68
	111.57	1	0.22	0.33	99.01
	171.89	1	0.22	0.33	99.34
	212.73	1	0.22	0.33	99.67
	342.36	1	0.22	0.33	100.00
	Total	302	67.11	100.00	
Missing	.	148	32.89		
Total		450	100.00		

**timepage25 — Page 25: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	6.75	1	0.22	0.33	0.33
	7.93	1	0.22	0.33	0.66
	8.07	1	0.22	0.33	1.00
	8.93	1	0.22	0.33	1.33
	9.43	1	0.22	0.33	1.66
	:	:	:	:	:
	189.43	1	0.22	0.33	98.67
	285.57	1	0.22	0.33	99.00
	327.26	1	0.22	0.33	99.34
	364.6	1	0.22	0.33	99.67
	415.66	1	0.22	0.33	100.00
	Total	301	66.89	100.00	
Missing	.	149	33.11		
Total		450	100.00		

**timepage26 — Page 26: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.96	1	0.22	0.34	0.34
	7.67	1	0.22	0.34	0.67
	8.33	1	0.22	0.34	1.01
	9.07	1	0.22	0.34	1.34
	9.51	1	0.22	0.34	1.68
	:	:	:	:	:
	336.66	1	0.22	0.34	98.66
	375.94	1	0.22	0.34	98.99
	625.26	1	0.22	0.34	99.33
	1307.99	1	0.22	0.34	99.66
	1412.65	1	0.22	0.34	100.00
	Total	298	66.22	100.00	
Missing	.	152	33.78		
Total		450	100.00		

**timepage27 — Page 27: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	4.24	1	0.22	0.34	0.34
	4.81	1	0.22	0.34	0.67
	5.04	1	0.22	0.34	1.01
	5.3	1	0.22	0.34	1.34
	5.39	1	0.22	0.34	1.68
	:	:	:	:	:
	70.79	1	0.22	0.34	98.66
	85.85	1	0.22	0.34	98.99
	99.86	1	0.22	0.34	99.33
	237.53	1	0.22	0.34	99.66
	706.99	1	0.22	0.34	100.00
	Total	298	66.22	100.00	
Missing	.	152	33.78		
Total		450	100.00		



**timepage28 — Page 28: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	6.72	1	0.22	0.57	0.57
	7.98	1	0.22	0.57	1.15
	8.84	1	0.22	0.57	1.72
	9.47	1	0.22	0.57	2.30
	9.77	1	0.22	0.57	2.87
	:	:	:	:	:
	62.26	1	0.22	0.57	97.70
	69.36	1	0.22	0.57	98.28
	71.71	1	0.22	0.57	98.85
	78.43	1	0.22	0.57	99.43
	109.71	1	0.22	0.57	100.00
	Total	174	38.67	100.00	
Missing	.	276	61.33		
Total		450	100.00		

**timepage29 — Page 29: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.52	1	0.22	0.83	0.83
	3.77	1	0.22	0.83	1.67
	7.64	1	0.22	0.83	2.50
	7.66	1	0.22	0.83	3.33
	8.76	1	0.22	0.83	4.17
	:	:	:	:	:
	83.62	1	0.22	0.83	96.67
	109.11	1	0.22	0.83	97.50
	112.32	1	0.22	0.83	98.33
	120.55	1	0.22	0.83	99.17
	510.17	1	0.22	0.83	100.00
	Total	120	26.67	100.00	
Missing	.	330	73.33		
Total		450	100.00		

**timepage30 — Page 30: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	6.88	1	0.22	0.85	0.85
	7.26	1	0.22	0.85	1.71
	8.03	1	0.22	0.85	2.56
	8.2	1	0.22	0.85	3.42
	8.21	1	0.22	0.85	4.27
	:	:	:	:	:
	46.36	1	0.22	0.85	96.58
	93.96	1	0.22	0.85	97.44
	114.05	1	0.22	0.85	98.29
	169.39	1	0.22	0.85	99.15
	294.12	1	0.22	0.85	100.00
	Total	117	26.00	100.00	
Missing	.	333	74.00		
Total		450	100.00		

**timepage31 — Page 31: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	5.8	1	0.22	0.86	0.86
	6.23	1	0.22	0.86	1.72
	6.24	1	0.22	0.86	2.59
	6.85	1	0.22	0.86	3.45
	6.86	1	0.22	0.86	4.31
	:	:	:	:	:
	54.92	1	0.22	0.86	96.55
	61.26	1	0.22	0.86	97.41
	63.43	1	0.22	0.86	98.28
	81.42	1	0.22	0.86	99.14
	92.57	1	0.22	0.86	100.00
	Total	116	25.78	100.00	
Missing	.	334	74.22		
Total		450	100.00		

**timepage32 — Page 32: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	5.27	1	0.22	1.14	1.14
	5.46	1	0.22	1.14	2.27
	6.41	1	0.22	1.14	3.41
	6.6	1	0.22	1.14	4.55
	6.78	1	0.22	1.14	5.68
	:	:	:	:	:
	53.9	1	0.22	1.14	95.45
	59.34	1	0.22	1.14	96.59
	66.82	1	0.22	1.14	97.73
	76.94	1	0.22	1.14	98.86
	112.64	1	0.22	1.14	100.00
	Total	88	19.56	100.00	
Missing	.	362	80.44		
Total		450	100.00		

**timepage33 — Page 33: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	16.51	1	0.22	0.24	0.24
	17.75	1	0.22	0.24	0.49
	19.56	1	0.22	0.24	0.73
	19.98	1	0.22	0.24	0.98
	21.32	1	0.22	0.24	1.22
	:	:	:	:	:
	353.05	1	0.22	0.24	99.02
	364.44	1	0.22	0.24	99.27
	422.87	1	0.22	0.24	99.51
	455.03	1	0.22	0.24	99.76
	1351.46	1	0.22	0.24	100.00
	Total	410	91.11	100.00	
Missing	.	40	8.89		
Total		450	100.00		

**timepage34 — Page 34: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	6.92	1	0.22	0.24	0.24
	8.47	1	0.22	0.24	0.49
	9.12	1	0.22	0.24	0.73
	9.7	1	0.22	0.24	0.98
	11.77	1	0.22	0.24	1.22
	:	:	:	:	:
	199.39	1	0.22	0.24	99.02
	204.6	1	0.22	0.24	99.27
	323.94	1	0.22	0.24	99.51
	388.94	1	0.22	0.24	99.76
	663.93	1	0.22	0.24	100.00
	Total	409	90.89	100.00	
Missing	.	41	9.11		
Total		450	100.00		

**timepage35 — Page 35: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	3.39	1	0.22	0.24	0.24
	3.94	1	0.22	0.24	0.49
	4.36	1	0.22	0.24	0.73
	4.66	1	0.22	0.24	0.98
	4.7	1	0.22	0.24	1.22
	:	:	:	:	:
	96.53	1	0.22	0.24	99.02
	109.45	1	0.22	0.24	99.27
	137.92	1	0.22	0.24	99.51
	173.43	1	0.22	0.24	99.76
	356.69	1	0.22	0.24	100.00
	Total	409	90.89	100.00	
Missing	.	41	9.11		
Total		450	100.00		

**timepage36 — Page 36: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	7.28	1	0.22	0.24	0.24
	7.37	1	0.22	0.24	0.49
	7.53	1	0.22	0.24	0.73
	7.94	1	0.22	0.24	0.98
	8.55	1	0.22	0.24	1.22
	:	:	:	:	:
	155.87	1	0.22	0.24	99.02
	170.78	1	0.22	0.24	99.27
	256.54	1	0.22	0.24	99.51
	321.51	1	0.22	0.24	99.76
	1577.7	1	0.22	0.24	100.00
	Total	409	90.89	100.00	
Missing	.	41	9.11		
Total		450	100.00		

**timepage37 — Page 37: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	4.45	1	0.22	0.24	0.24
	4.77	1	0.22	0.24	0.49
	4.89	1	0.22	0.24	0.73
	4.98	1	0.22	0.24	0.98
	5.07	1	0.22	0.24	1.22
	:	:	:	:	:
	95.86	1	0.22	0.24	99.02
	112.38	1	0.22	0.24	99.27
	114.16	1	0.22	0.24	99.51
	128.03	1	0.22	0.24	99.76
	276.39	1	0.22	0.24	100.00
	Total	409	90.89	100.00	
Missing	.	41	9.11		
Total		450	100.00		

**timepage38 — Page 38: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.48	1	0.22	0.24	0.24
	2.61	1	0.22	0.24	0.49
	2.64	1	0.22	0.24	0.73
	2.81	1	0.22	0.24	0.98
	2.84	1	0.22	0.24	1.22
	:	:	:	:	:
	30.83	1	0.22	0.24	99.02
	32.61	1	0.22	0.24	99.27
	39.67	1	0.22	0.24	99.51
	41.52	1	0.22	0.24	99.76
	100.56	1	0.22	0.24	100.00
	Total	409	90.89	100.00	
Missing	.	41	9.11		
Total		450	100.00		

**timepage39 — Page 39: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	4.09	1	0.22	1.27	1.27
	4.22	1	0.22	1.27	2.53
	4.8	1	0.22	1.27	3.80
	4.82	1	0.22	1.27	5.06
	5.03	1	0.22	1.27	6.33
	:	:	:	:	:
	20.25	1	0.22	1.27	94.94
	21.02	1	0.22	1.27	96.20
	23.12	1	0.22	1.27	97.47
	24.12	1	0.22	1.27	98.73
	28.27	1	0.22	1.27	100.00
	Total	79	17.56	100.00	
Missing	.	371	82.44		
Total		450	100.00		

**timepage40 — Page 40: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	3.39	1	0.22	0.24	0.24
	3.42	1	0.22	0.24	0.49
	3.5	1	0.22	0.24	0.73
	3.65	1	0.22	0.24	0.98
	3.82	1	0.22	0.24	1.22
	:	:	:	:	:
	41.45	1	0.22	0.24	99.02
	44.1	1	0.22	0.24	99.27
	66.99	1	0.22	0.24	99.51
	70.22	1	0.22	0.24	99.76
	89.69	1	0.22	0.24	100.00
	Total	409	90.89	100.00	
Missing	.	41	9.11		
Total		450	100.00		

**timepage41 — Page 41: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	3.22	1	0.22	0.24	0.24
	3.48	1	0.22	0.24	0.49
	3.54	1	0.22	0.24	0.73
	3.82	1	0.22	0.24	0.98
	4	1	0.22	0.24	1.22
	:	:	:	:	:
	69.26	1	0.22	0.24	99.02
	69.83	1	0.22	0.24	99.27
	71.36	1	0.22	0.24	99.51
	117.3	1	0.22	0.24	99.76
	263.48	1	0.22	0.24	100.00
	Total	409	90.89	100.00	
Missing	.	41	9.11		
Total		450	100.00		

**timepage42 — Page 42: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	5.44	1	0.22	1.30	1.30
	6.15	1	0.22	1.30	2.60
	6.22	1	0.22	1.30	3.90
	6.88	1	0.22	1.30	5.19
	7.46	1	0.22	1.30	6.49
	:	:	:	:	:
	28.06	1	0.22	1.30	94.81
	32.12	1	0.22	1.30	96.10
	32.74	1	0.22	1.30	97.40
	34.92	1	0.22	1.30	98.70
	37.46	1	0.22	1.30	100.00
	Total	77	17.11	100.00	
Missing	.	373	82.89		
Total		450	100.00		

**timepage43 — Page 43: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	7.6	1	0.22	1.33	1.33
	8.23	1	0.22	1.33	2.67
	8.61	1	0.22	1.33	4.00
	9.13	1	0.22	1.33	5.33
	9.79	1	0.22	1.33	6.67
	:	:	:	:	:
	43.84	1	0.22	1.33	94.67
	46.45	1	0.22	1.33	96.00
	50.57	1	0.22	1.33	97.33
	66.95	1	0.22	1.33	98.67
	99.54	1	0.22	1.33	100.00
	Total	75	16.67	100.00	
Missing	.	375	83.33		
Total		450	100.00		



**timepage44 — Page 44: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	6.77	1	0.22	1.33	1.33
	7.46	1	0.22	1.33	2.67
	7.69	1	0.22	1.33	4.00
	7.71	1	0.22	1.33	5.33
	7.89	1	0.22	1.33	6.67
	:	:	:	:	:
	34.85	1	0.22	1.33	94.67
	37.24	1	0.22	1.33	96.00
	38.43	1	0.22	1.33	97.33
	45.69	1	0.22	1.33	98.67
	137.95	1	0.22	1.33	100.00
	Total	75	16.67	100.00	
Missing	.	375	83.33		
Total		450	100.00		

**timepage45 — Page 45: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	1.27	1	0.22	0.24	0.24
	3.11	1	0.22	0.24	0.49
	4.3	2	0.44	0.49	0.98
	4.57	1	0.22	0.24	1.22
	4.62	1	0.22	0.24	1.47
	:	:	:	:	:
	65.95	1	0.22	0.24	99.02
	66.12	1	0.22	0.24	99.27
	66.47	1	0.22	0.24	99.51
	100.72	1	0.22	0.24	99.76
	304.57	1	0.22	0.24	100.00
	Total	409	90.89	100.00	
Missing	.	41	9.11		
Total		450	100.00		

**timepage46 — Page 46: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.69	1	0.22	0.24	0.24
	2.71	1	0.22	0.24	0.49
	2.94	1	0.22	0.24	0.73
	2.99	1	0.22	0.24	0.98
	3.01	1	0.22	0.24	1.22
	:	:	:	:	:
	57.55	1	0.22	0.24	99.02
	81.04	1	0.22	0.24	99.27
	186.51	1	0.22	0.24	99.51
	384.56	1	0.22	0.24	99.76
	642.92	1	0.22	0.24	100.00
	Total	409	90.89	100.00	
Missing	.	41	9.11		
Total		450	100.00		

**timepage47 — Page 47: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.33	1	0.22	0.24	0.24
	2.72	1	0.22	0.24	0.49
	2.76	1	0.22	0.24	0.73
	2.77	1	0.22	0.24	0.98
	2.8	1	0.22	0.24	1.22
	:	:	:	:	:
	35.88	1	0.22	0.24	99.02
	44.63	1	0.22	0.24	99.27
	49.95	1	0.22	0.24	99.51
	72.93	1	0.22	0.24	99.76
	96.8	1	0.22	0.24	100.00
	Total	409	90.89	100.00	
Missing	.	41	9.11		
Total		450	100.00		

**timepage48 — Page 48: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	5.56	1	0.22	0.24	0.24
	5.72	1	0.22	0.24	0.49
	5.92	1	0.22	0.24	0.73
	6.21	1	0.22	0.24	0.98
	6.57	1	0.22	0.24	1.22
	:	:	:	:	:
	130.64	1	0.22	0.24	99.02
	150.06	1	0.22	0.24	99.27
	194.87	1	0.22	0.24	99.51
	197.1	1	0.22	0.24	99.76
	1645.41	1	0.22	0.24	100.00
	Total	409	90.89	100.00	
Missing	.	41	9.11		
Total		450	100.00		

**timepage49 — Page 49: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	2.39	1	0.22	0.24	0.24
	2.42	1	0.22	0.24	0.49
	2.46	1	0.22	0.24	0.73
	2.47	1	0.22	0.24	0.98
	2.51	1	0.22	0.24	1.22
	:	:	:	:	:
	80.27	1	0.22	0.24	99.02
	93.93	1	0.22	0.24	99.27
	110.3	1	0.22	0.24	99.51
	112.07	1	0.22	0.24	99.76
	181.54	1	0.22	0.24	100.00
	Total	409	90.89	100.00	
Missing	.	41	9.11		
Total		450	100.00		

**timepage50 — Page 50: elapsed time in seconds**

		Count	Percent	Valid %	Cum. %
Valid	1.86	1	0.22	0.24	0.24
	1.92	3	0.67	0.73	0.98
	1.93	1	0.22	0.24	1.22
	1.96	1	0.22	0.24	1.47
	1.97	1	0.22	0.24	1.71
	:	:	:	:	:
	596.21	1	0.22	0.24	99.02
	650.29	1	0.22	0.24	99.27
	926.77	1	0.22	0.24	99.51
	1203.74	1	0.22	0.24	99.76
	1293.9	1	0.22	0.24	100.00
	Total	409	90.89	100.00	
Missing	.	41	9.11		
Total		450	100.00		